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Financing of the United Nations Organization Mission in the Democratic Republic of the Congo

Budget for the United Nations Organization Mission in the Democratic Republic of the Congo for the period from 1 July 2006 to 30 June 2007

Report of the Secretary-General*

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* The delay in the submission of the present report is due to the extensive consultations required to finalize the estimates.

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Summary

The present report contains the budget for the United Nations Organization Mission in the Democratic Republic of the Congo (MONUC) for the period from 1 July 2006 to 30 June 2007, which amounts to $1,100,299,500, inclusive of budgeted voluntary contributions in kind in the amount of $3,005,100.

The mandate of MONUC was established by the Security Council in its resolution 1291 (2000) of 24 February 2000 and extended in subsequent resolutions. By its resolution 1565 (2004) of 1 October 2004, the Council authorized the increase of MONUC strength by 5,900 personnel, including up to 341 civilian police personnel, as well as the deployment of appropriate and proportionate air assets and other force enablers, setting out the mandate of MONUC in paragraphs 4, 5 and 7 of the same resolution.

By its resolution 1621 (2005) of 6 September 2005, the Security Council authorized a further increase in the strength of MONUC by 841 personnel, including up to five formed police units of 125 officers each and additional police personnel. By its subsequent resolution 1635 (2005) of 28 October 2005, the Council extended the mandate of MONUC until 30 September 2006 and authorized an increase in the military strength of MONUC by 300 personnel to allow for the deployment of an infantry battalion in Katanga, with enabling assets, including its own air mobility and appropriate medical support, to provide additional security within its area of operations during the electoral period.

The human resources of the Mission in terms of number of personnel have been attributed to the individual components, with the exception of the Mission's executive direction and management, which can be attributed to the Mission as a whole.

Pursuant to General Assembly resolution 60/121 of 8 December 2005, the present budget reflects the conclusions and recommendations of a review of the structure of the Mission. The proposed staffing establishment of MONUC takes into account general temporary assistance positions and additional United Nations Volunteers positions authorized by Assembly resolution 60/121 for the 2005/06 period for the expansion of the Mission and reflects the conversion to posts of general temporary assistance positions and retention of United Nations Volunteers positions for the same period, with the staffing establishment of the support component rejustified in full.

The explanations of variances in resource levels, both human resources and financial resources, have been linked, where applicable, to specific outputs planned by the Mission.

Financial resources

(Thousands of United States dollars. Budget year is from 1 July 2006 to 30 June 2007.)

Category	*Expenditures (2004/05)*	*Apportionment (2005/06)*	*Cost estimates (2006/07)*	*Variance*	
				Amount	*Percentage*
Military and United Nations police personnel	379 763.4	444 821.3	467 527.5	22 706.2	5.1
Civilian personnel	140 862.5	176 886.9	193 944.9	17 058.0	9.6
Operational costs	380 258.6	511 964.0	435 822.0	(76 142.0)	(14.9)
Gross requirements	**900 884.5**	**1 133 672.2**	**1 097 294.4**	**(36 377.8)**	**(3.2)**
Staff assessment income	14 882.7	21 251.4	19 226.4	(2 025.0)	(9.5)
Net requirements	**886 001.8**	**1 112 420.8**	**1 078 068.0**	**(34 352.8)**	**(3.1)**
Voluntary contributions in kind (budgeted)	3 112.6	3 203.0	3 005.1	(197.9)	(6.2)
Total requirements	**903 997.1**	**1 136 875.2**	**1 100 299.5**	**(36 575.7)**	**(3.2)**

Human resources[a]

	Military observers	*Military contingents*	*United Nations police*	*Formed police units*	*International staff*	*National staff*[b]	*United Nations Volunteers*	*Total*
Executive direction and management								
Mission headquarters								
Approved 2005/06	—	—	—	—	26	15	—	**41**
Proposed 2006/07	—	—	—	—	35	19	—	**54**
Field								
Approved 2005/06	—	—	—	—	27	6	—	**33**
Proposed 2006/07	—	—	—	—	27	6	—	**33**
Components								
Peace and security								
Mission headquarters								
Approved 2005/06	278	1 578	—	—	12	12	2	**1 882**
Proposed 2006/07	177	—	—	—	12	12	2	**203**
Field								
Approved 2005/06	482	12 305	—	—	16	3	10	**12 816**
Proposed 2006/07[c]	583	14 183	—	—	16	3	10	**14 795**
Post-transitional political process								
Mission headquarters								
Approved 2005/06	—	—	50	125	73	71	32	**351**
Proposed 2006/07	—	—	50	—	74	69	31	**224**
Field								
Approved 2005/06	—	—	341	500	97	149	52	**1 139**
Proposed 2006/07	—	—	341	750	92	143	70	**1 396**

	Military observers	*Military contingents*	*United Nations police*	*Formed police units*	*International staff*	*National staff*[b]	*United Nations Volunteers*	*Total*
Civil society and human rights								
Mission headquarters								
Approved 2005/06	—	—	—	—	29	12	5	**46**
Proposed 2006/07	—	—	—	—	30	18	4	**52**
Field								
Approved 2005/06	—	—	—	—	66	53	27	**146**
Proposed 2006/07	—	—	—	—	65	68	34	**167**
Support[d]								
Mission headquarters								
Approved 2005/06	—	77	—	—	295	306	143	**821**
Proposed 2006/07	—	—	—	—	286	158	72	**516**
Field								
Approved 2005/06	—	1 855	—	—	339	732	220	**3 146**
Proposed 2006/07	—	1 932	—	—	485	1 693	381	**4 491**
Total								
Approved 2005/06	**760**	**15 815**	**391**	**625**	**980**	**1 359**	**491**	**20 421**
Proposed 2006/07	**760**	**16 115**	**391**	**750**	**1 122**	**2 189**	**604**	**21 931**
Net change	—	**300**	—	**125**	**142**	**830**	**113**	**1 510**

[a] Represents highest level of authorized/proposed strength.

[b] Includes national officers and national General Service staff.

[c] Pursuant to the restructuring of the Division of Administration, reflects 101 military observers, 1,655 military contingent personnel, 91 United Nations police officers and 250 formed police personnel supported by the Kinshasa Field Administrative Office.

[d] Includes the Security and Safety Section and the Conduct and Discipline Team (14 temporary positions funded under general temporary assistance (1 D-1, 1 P-5, 2 P-4, 3 P-3, 1 Field Service, 1 General Service (Other level) and 5 national staff, including 2 national officers).

The actions to be taken by the General Assembly are set out in section IV of the present report.

I. Mandate and planned results

1. The mandate of the United Nations Organization Mission in the Democratic Republic of the Congo (MONUC) was established by the Security Council in its resolution 1291 (2000) of 24 February 2000. By its resolution 1565 (2004) of 1 October 2004, the Security Council, inter alia, authorized an increase of the Mission's strength by 5,900 personnel, including up to 341 civilian police personnel, as well as deployment of appropriate and proportionate air mobility assets and other force enablers, and set out the mandate of MONUC in paragraphs 4, 5 and 7 of the same resolution.

2. By its resolution 1621 (2005) of 6 September 2005, the Security Council approved the recommendations and the concept of operations described in paragraphs 50 to 57 of the special report of the Secretary-General on elections in the Democratic Republic of the Congo dated 26 May 2005 (S/2005/320) and authorized an increase in the strength of the Mission by 841 personnel, including up to five formed police units of 125 officers each and additional police personnel. In his report (S/2005/320, para. 54), the Secretary-General informed the Council that at that time MONUC had one formed police unit (125 personnel) in the process of being deployed and 175 police officers in situ. Accordingly, the total United Nations police strength reflected in the proposed budget for the 2006/07 period amounts to 750 personnel deployed in six formed police units and 391 police officers.

3. By its subsequent resolution 1635 (2005) of 28 October 2005, the Security Council authorized an increase in the military strength of MONUC by 300 personnel to allow for the deployment of an infantry battalion in Katanga, with enabling assets, including its own air mobility and appropriate medical support, to provide additional security within its area of operations during the electoral process.

4. In its resolutions 1621 (2005) and 1635 (2005), the Security Council requested the Secretary-General to take the necessary steps with a view to downsizing or repatriating the additional strength from 1 July 2006 at the latest, and to report to the Council before 1 June 2006 on the assessment to be made for that purpose. In view of the delays in the electoral process, the security developments on the ground and the necessity to maintain a secure environment in the politically fragile period prior to and after the elections, the proposed budget includes resource requirements for the maintenance of the formed police units and police officers authorized in Council resolution 1621 (2005) and the additional 300 military contingent personnel authorized in Council resolution 1635 (2005), pending the submission of the Secretary-General's report to the Security Council and the Council's decision.

5. MONUC is mandated to help the Security Council achieve an overall objective, namely, to maintain international peace and security in the region.

6. Within this overall objective, MONUC will, during the budget period, contribute to a number of expected accomplishments by delivering related key outputs, shown in the frameworks below. These frameworks are grouped by components: peace and security, post-transitional political process, civil society and human rights and support. The expected accomplishments would lead to the fulfilment of the Security Council's objective within the lifetime of the Mission and the indicators of achievement show a measurement of progress towards such accomplishments during the budget period. The human resources of the Mission in terms of the number of personnel have been attributed to the individual components,

with the exception of the Mission's executive direction and management, which can be attributed to the Mission as a whole. Variances in the number of personnel, compared to the 2005/06 budget, have been explained under the respective components, with the proposed staffing establishment attributed to the support component rejustified in full to reflect the results of the review of the Mission's structure requested in General Assembly resolution 60/121 of 8 December 2005.

7. The proposed 2006/07 civilian staffing establishment of MONUC takes into account a review of the structure of the Mission, as well as general temporary assistance positions and additional United Nations Volunteers positions approved in General Assembly resolution 60/121 for the expansion of the Mission and support to the elections authorized in Security Council resolutions 1565 (2004), 1621 (2005) and 1635 (2005). The proposed budget for MONUC provides for a total staffing establishment of 3,915 posts and positions (1,122 international: 1 USG, 3 ASG, 6 D-2, 17 D-1, 47 P-5, 108 P-4, 246 P-3, 77 P-2, 430 Field Service and 187 General Service, inclusive of 3 at the Principal level; 2,189 national, inclusive of 73 national officers; and 604 United Nations Volunteers) representing, compared to the 2005/06 period, an increase of 1,085 posts and positions (142 international: 1 D-1, 1 P-5, 1 P-4, 16 P-3, 12 P-2, 117 Field Service and 1 General Service (Principal level) offset by a reduction of 7 General Service (Other level); 830 national, inclusive of 46 national officers, and 113 United Nations Volunteers). The increases in the staffing establishment reflected in the budget would be accommodated in part through the proposed conversion to posts of 700 general temporary assistance positions (111 international: 1 P-5, 2 P-4, 10 P-3, 6 P-2, 88 Field Service and 4 General Service, inclusive of one at the Principal level; and 589 national inclusive of 17 national officers) and the retention of 48 additional United Nations Volunteers positions authorized by General Assembly resolution 60/121 for the 2005/06 period for the expansion of MONUC, as well as the retention for the 10-month period from 1 July 2006 to 30 April 2007 of 26 general temporary assistance positions (7 international: 4 P-3 and 3 P-2; and 19 national), and 28 United Nations Volunteers positions authorized by the Assembly in the same resolution for support to elections.

8. In view of the successful completion of the constitutional referendum during the 2005/06 period, the promulgation of the Constitution and the expected holding of national elections, MONUC has adjusted its results-based budgeting framework to reflect the Mission's post-transitional activities in strengthening support to the elected Government of the Democratic Republic of the Congo in: good governance and transparent economic management; coordinating international technical and political support for the drafting and adoption of essential legislation related to stable governance; supporting security sector reform; assisting in the promotion of human rights, including the investigation of human rights abuses and ensuring that those responsible for serious violations of human rights and international humanitarian law are brought to justice; assisting the Government in the re-establishment of State authority based on rule of law, support to operations led by the Forces armée de la République démocratique du Congo (FARDC) to disarm foreign combatants and to assist in the successful completion of the electoral process, including local elections, as stipulated in the Comprehensive and All-Inclusive Agreement on the Transition in the Democratic Republic of the Congo, and as reflected in frameworks components 1, peace and security in the Democratic Republic of the Congo and 2, post-transitional political process.

9. Given the security risks in the east of the country due to the continued presence of militia and foreign armed groups and to deep-rooted ethnic tensions, MONUC police and military personnel would continue to support the national security services to maintain a secure environment in the country as reflected in frameworks component 1, peace and security in the Democratic Republic of the Congo. In keeping with its mandate under Security Council resolution 1635 (2005), MONUC would assist the Government in organizing the national and local elections, which are expected to commence approximately six months after the inauguration of the new Government as reflected in frameworks component 2, post-transitional political process.

10. In the area of support to civil society, humanitarian assistance and human rights, the Mission would focus on increasing the impact of the United Nations system by a shift from conflict-driven relief efforts to post-crisis recovery and sustainable development, and would increasingly turn towards promoting stability for building peace and recovery. The Mission, in addition to continuing advocacy programmes for the protection and support to humanitarian assistance and coordination, as well as progress towards respect for human rights, including vulnerable populations, particularly in insecure and isolated areas, would focus on supporting the newly-elected Government and institutions in the implementation of: high-impact programmes in rural development; social services; rule of law; national dialogue; disarmament and demining; and strengthening the capacity of local government structures through support to post-transitional arrangements, as reflected in frameworks component 3, civil society and human rights.

11. Pursuant to Security Council resolutions 1621 (2005) and 1635 (2005), the Mission has completed the deployment of the authorized additional 841 United Nations police personnel, including formed police units, and the additional 300 military contingent personnel. As shown in frameworks component 1, peace and security in the Democratic Republic of the Congo, and component 2, post-transitional political process, the Mission would: increase the number of foot and mobile patrol days, manned checkpoint observation days, quick-reaction/standby troop days as well as troop water patrol and naval operation days in the eastern and western parts of the Democratic Republic of the Congo; conduct joint operations with FARDC to disarm foreign combatants; advise and assist the Government of the Democratic Republic of the Congo on the implementation of the national police reform and restructuring; deploy 40 United Nations police mobile advisory teams; train and certify 3,000 national police officers in crowd-control techniques and 250 national police trainers to deliver training programmes on gender awareness, human rights and child protection issues, conduct 4,320 formed police units mobile patrol days; and provide on-the-job training and mentoring of the national police.

12. The full deployment of the Mission's authorized strength of 16,115 troops, 391 United Nations police officers and 750 formed police personnel has resulted in increased requirements for the reimbursement of troop and formed police-contributing countries for troop, formed police, equipment and self-sustainment costs, additional provisions for the United Nations police establishment of the Mission and the increased staffing requirements for the civilian administrative, logistical and technical support personnel.

13. The Mission will, during the budget period, seek efficiency gains through: (a) increasing the use of surface transportation in the eastern part of the Democratic

Republic of the Congo in order to reduce air operations costs; and (b) delivery of rations from the contractor-operated warehouses in the eastern part of the Democratic Republic of the Congo in order to reduce the cost of transporting rations.

14. The Mission is headed by the Special Representative of the Secretary-General at the Under-Secretary-General level, assisted by a Deputy Special Representative of the Secretary-General and a Deputy Special Representative of the Secretary-General (Resident Coordinator/Humanitarian Coordinator), both at the Assistant Secretary-General level. Reporting directly to the Special Representative of the Secretary-General are the Force Commander, at the Assistant Secretary-General level, the Director of Administration (D-2), the Chief of Staff (D-2) and the heads of the substantive field and liaison offices. The Mission's Police Commissioner, who heads the United Nations police establishment of the Mission, reports to the Deputy Special Representative of the Secretary-General.

15. In view of the regional dimension of the efforts of the United Nations and international community to help the Security Council achieve the overall objective of maintaining international peace and security in the region, in particular, the establishment of sustainable mechanisms for regional cooperation as a prerequisite for the stability of the Democratic Republic of the Congo and the Great Lakes region, addressing the issue of foreign armed groups, implementation of the repatriation, reinsertion and resettlement programmes for the disarmed and demobilized foreign ex-combatants and their dependants, the establishment of diplomatic relations at the ambassadorial level between the Democratic Republic of the Congo and Burundi, Rwanda and Uganda and support to the peace process in the region, MONUC would maintain its liaison offices in Bujumbura, Kigali, Kampala and Pretoria during the 2006/07 period. The staffing establishment of the liaison offices, including administrative support staff, is shown below:

(a) Bujumbura liaison office: two Military Liaison Officers;

(b) Kampala liaison office (total of 21 posts and positions): one Principal Political Affairs Officer (D-1), head of office; two Political Affairs Officers (1 P-4 and 1 P-3); one Associate Political Affairs Officer (P-2), two Administrative Assistants (General Service (Other level)); one Secretary (national General Service staff), three Communications Assistants (1 national General Service staff and 2 United Nations Volunteers); two Information Technology Assistants (1 national General Service staff and 1 United Nations Volunteer); one Finance Assistant (national General Service staff); one Security Officer (General Service (Other level); five Security Guards (national General Service staff); and two Clerk/Drivers (national General Service staff);

(c) Kigali liaison office (total of 36 posts and positions): one Principal Political Affairs Officer (D-1), head of office; three Political Affairs Officers (1 P-5, 1 P-4 and 1 P-3); two Associate Political Affairs Officers (P-2); five disarmament, demobilization, repatriation, reinsertion and resettlement/disarmament, demobilization and reintegration Officers (1 P-4, 2 P-3, 2 United Nations Volunteers); one disarmament, demobilization, repatriation, reinsertion and resettlement/disarmament, demobilization and reintegration Assistant (Field Service); one Human Rights Officer (P-3); one Human Rights Assistant (national General Service staff); three Administrative Assistants (2 General Service (Other level) and one national General Service staff); one Secretary (national General

Service staff); two Engineering Assistants (national General Service staff); one Fuel Assistant (United Nations Volunteer); three Communications Assistants (2 national General Service staff and 1 United Nations Volunteer); two Information Technology Assistants (1 national General Service staff and 1 United Nations Volunteer); three Movement Control Assistants (1 General Service (Other level) and 2 national General Service staff); two Security Officers (1 Field Service and 1 General Service (Other level) and three Security Guards (national General Service staff); one Interpreter/Translator (national General Service staff) and one Clerk/Driver (national General Service staff). The administrative and technical staff deployed to the Kigali liaison office also provide support to the Mission's military, United Nations police and civilian personnel transiting Kigali en route to destinations in the east of the Democratic Republic of the Congo, including rotation of troops, trans-shipment of contingent-owned and United Nations-owned equipment, goods and supplies;

(d) Pretoria liaison office (total of 12 posts): one Senior Political Affairs Officer (P-5), head of office; one Senior Political Affairs Officer (P-5); one Associate Political Affairs Officer (P-2); one Secretary (General Service (Other level)); two Administrative Assistants (1 Field Service and 1 national General Service staff); two Communications Assistants (national General Service staff); two Information Technology Assistants (national General Service staff); one Medical Liaison Assistant (national General Service staff); and one Clerk/Driver (national General Service staff). The Medical Liaison Assistant deployed to Pretoria is responsible for the liaison with the level 4 military hospital in Pretoria, the coordination of medical and transportation arrangements for the Mission's personnel evacuated to Pretoria for medical reasons and arrangements with the hospital for medical consultations.

16. Upon review of the structure of MONUC, the Mission's concept of administrative and logistical support has been adjusted to reflect a more efficient and direct delivery of services to the military force, United Nations police and formed police personnel and substantive staff through a devolution of authority to the regional and field administrative offices. Accordingly, the Mission headquarters in Kinshasa, where the offices of the Special Representative of the Secretary-General and his Deputies, the Force Commander, the Police Commissioner and the Director of Administration are located, would focus on mission-wide planning, on centralized operations that cannot be delegated to the field offices and on the determination of resource requirements and the allocation of resources to the field. In line with the review of the administrative and logistical concept of operations, the Mission would establish three regional offices in Kinshasa, Bunia and Bukavu to provide coordination of administrative, logistical and technical support and provision of operational guidance to the 30 field offices under their purview, as well as expand the Entebbe logistics hub (Uganda) while maintaining the logistics base at Kinshasa. The day-to-day administrative, logistical, technical and security support to the military, United Nations police and formed police personnel and substantive staff would be provided from the 30 field offices where Mission personnel are deployed.

Executive direction and management

17. Overall direction and management of the Mission are provided by the Office of the Special Representative of the Secretary-General, which is managed by a Chief

of Staff (D-2). The Chief of Staff ensures integration of the overall management of the Mission by coordinating the development and communication of strategic activities, integrated mission planning, information flows within the mission, the coordination and oversight of the mission implementation plans and results-based frameworks and by ensuring that United Nations policies and procedures related to peacekeeping are reflected in the work of the Mission. The Joint Mission Analysis Cell, and the heads of the substantive field and liaison offices report to the Chief of Staff, and the Conduct and Discipline Team (under the support component) reports to the Special Representative of the Secretary-General through the Chief of Staff. The immediate Office of the Special Representative of the Secretary-General comprises the Protocol Unit, the Legal Affairs Section and the Quick-impact Projects Unit. The immediate offices of Deputy Special Representatives of the Secretary-General are also shown under the above heading since outputs related to their responsibilities are reflected in more than one frameworks component.

Table 1
Human resources: executive direction and management

	International staff										
	USG-ASG	*D-2-D-1*	*P-5-P-4*	*P-3-P-1*	*Field Service*	*General Service*	*Security Service*	***Subtotal***	*National staff*[a]	*United Nations Volunteers*	***Total***
Office of the Special Representative of the Secretary-General and Offices of the Deputy Special Representatives[b]											
Headquarters											
Approved 2005/06	3	1	9	6	—	7	—	**26**	15	—	**41**
Proposed 2006/07	3	2	11	11	—	8	—	**35**	19	—	**54**
Net change	**—**	**1**	**2**	**5**	**—**	**1**	**—**	**9**	**4**	**—**	**13**
Field[c]											
Approved 2005/06	—	—	1	—	—	1	—	**2**	1	—	**3**
Proposed 2006/07	—	—	1	—	—	1	—	**2**	1	—	**3**
Net change	—	—	—	—	—	—	—	**—**	—	—	**—**
Subtotal											
Approved 2005/06	3	1	10	6	—	8	—	**28**	16	—	**44**
Proposed 2006/07	3	2	12	11	—	9	—	**37**	20	—	**57**
Net change[d]	**—**	**1**	**2**	**5**	**—**	**1**	**—**	**9**	**4**	**—**	**13**
Heads of liaison and field offices											
Field											
Approved 2005/06	—	4	12	1	—	8	—	**25**	5	—	**30**
Proposed 2006/07	—	3	13	1	—	8	—	**25**	5	—	**30**
Net change	—	(1)	1	—	—	—	—	**—**	—	—	**—**

	International staff										
	USG-ASG	*D-2-D-1*	*P-5-P-4*	*P-3-P-1*	*Field Service*	*General Service*	*Security Service*	**Subtotal**	*National staff*[a]	*United Nations Volunteers*	**Total**
Grand total											
Approved 2005/06	3	5	22	7	—	16	—	53	21	—	74
Proposed 2006/07	3	5	25	12	—	17	—	62	25	—	87
Net change	—	—	3	5	—	1	—	9	4	—	13

[a] Includes national officers and national General Service staff.

[b] Includes the Protocol Unit, the Legal Affairs Section, the Quick-impact Projects Unit and the Joint Mission Analysis Cell.

[c] Legal Affairs Section.

[d] Includes 12 posts (1 P-5, 1 P-4, 3 P-3, 2 P-2, 1 General Service (Other level) and 4 national officers) of the Joint Mission Analysis Cell to be converted from general temporary assistance positions authorized by General Assembly resolution 60/121 for the expansion of the Mission.

18. The increase of 13 posts in the proposed staffing establishment of the offices of the Special Representative of the Secretary-General and the Deputy Special Representatives is attributable to the proposed conversion to posts of 12 general temporary assistance positions of the Joint Mission Analysis Cell authorized by General Assembly resolution 60/121 and the establishment of a post of the head of the Integrated Office (D-1) in the office of the Deputy Special Representative of the Secretary-General (Resident Coordinator/Humanitarian Coordinator), as explained below.

Joint Mission Analysis Cell

	International staff										
Civilian staff	*USG-ASG*	*D-2-D-1*	*P-5-P-4*	*P-3-P-1*	*Field Service*	*General Service*	*Security Service*	**Subtotal**	*National staff*[a]	*United Nations Volunteers*	**Total**
Approved 2005/06	—	—	—	—	—	—	—	—	—	—	—
Proposed 2006/07	—	—	2	5	—	1	—	8	4	—	12
Net change[b]	—	—	2	5	—	1	—	8	4	—	12

[a] National officers.

[b] All posts to be converted from general temporary assistance positions authorized by General Assembly resolution 60/121 for the expansion of MONUC.

Justification

19. The Joint Mission Analysis Cell commenced operations in 2005 to provide civilian/military analytical capacity to conduct threat and risk analysis and security assessment in the Mission area, with particular emphasis on low-intensity conflict prevention and crisis management. As a multidisciplinary unit, the Cell is responsible for gathering and consolidating information and producing strategic analyses of medium and long-term threats to the Mission and to the peace process in the Democratic Republic of the Congo, as well as recommendations for the

Mission's senior management, which integrate civilian aspects (political, electoral, humanitarian, human rights and security) and military issues. The Cell functions as a clearing house for information and analysis from all components of MONUC, complements the Mission's substantive offices and draws upon the reporting by military observers and contingents. Unlike the Security and Safety Section, which deals with threats of an immediate and tangible nature, the Cell responds to the requirements of the Mission's senior management for across-the-board integrated threat analysis and recommendations covering both military and substantive activities of the Mission.

20. The JMAC would be headed by a Senior Information Analyst (P-5), who would manage the Cell, assign tasks to staff, oversee the preparation and approve threat and risk analyses and reports on local, national and security risk scenarios linked to the political and electoral processes, including identification of spoilers, assessment of political and military risks and threats, analysis of information on violations of arms embargo and recommendations on crisis management, conflict prevention and conflict resolution. The head of the Cell would be assisted by two Information Analysts acting as team leaders (1 P-4 and 1 P-3) responsible for the overall coordination of the work of the Cell, covering, respectively, the eastern and western regions of the Democratic Republic of the Congo; two Political Information Analysts (P-3 and P-2) responsible for the analysis of low-intensity conflicts in the country, their political implications and the resulting potential security threats, the analysis of political developments and the potential for conflicts or crises; one Security Information Analyst (P-3) responsible for the analysis of the security aspects of the post-transitional and electoral processes, risk evaluation associated with the national disarmament, demobilization and reintegration programmes and security sector reform and liaison with the national police, intelligence agencies and related institutions; and one Humanitarian Information Analyst (P-2) responsible for the analysis of humanitarian threats and concerns related to low-intensity conflicts and crises, their humanitarian implications, analysis of potential humanitarian implications from the Mission's military actions and collection of information on the arms embargo violations from sources in humanitarian community.

21. In order to provide a well-informed analysis of local and national perceptions of conflicts and crises, the Cell would also require four Information Analysts (national officers), who would be responsible for the collection of information and contribute to its analysis, as well as monitoring of the political and security situation, in particular during the elections. The incumbents of these posts would have a knowledge of national languages, an understanding of local realities and a grasp of conflict dynamics from a local perspective and of likely scenarios of conflict development and resolution. The Cell would be supported by one Administrative Assistant (General Service (Other level)).

22. To facilitate coordination and interface with the military component of the Mission, the Cell would also include three military Information Analysts (two to cover the eastern region of the Democratic Republic of the Congo and one to cover the western region).

Office of the Deputy Special Representative of the Secretary-General (Resident Coordinator/Humanitarian Coordinator)

	International staff										
Civilian staff	*USG-ASG*	*D-2-D-1*	*P-5-P-4*	*P-3-P-1*	*Field Service*	*General Service*	*Security Service*	**Subtotal**	*National staff*[a]	*United Nations Volunteers*	**Total**
Approved 2005/06	1	—	3	—	—	2	—	**6**	2	—	**8**
Proposed 2006/07	1	1	3	—	—	2	—	**7**	2	—	**9**
Net change	—	**1**	—	—	—	—	—	**1**	—	—	**1**

[a] National General Service staff.

Justification

23. The Deputy Special Representative of the Secretary-General (Resident Coordinator/Humanitarian Coordinator) is responsible for: identifying and coordinating mutually reinforcing actions between MONUC and the United Nations agencies, funds and programmes; overseeing the formulation, implementation and monitoring of all United Nations strategic frameworks, including the United Nations Development Assistance Framework, consolidated appeals, action plans, poverty reduction strategies, development cooperation strategies; coordinating the efforts of the transitional and post-transitional Government, MONUC, United Nations agencies, funds and programmes and donor community to fund and support the organization of elections; coordinating all efforts to mobilize voluntary resources for the successful implementation of humanitarian, transition and development programmes, including those necessary for the fulfilment of the Mission's mandate; coordinating the transition from conflict-driven relief efforts to post-crisis recovery and sustainable development, in collaboration with the Government of the Democratic Republic of the Congo, international financial institutions, donors, United Nations system and other partners; coordinating the efforts of MONUC and the United Nations agencies, funds and programmes to extend State authority and promote good economic management; overseeing and coordinating advocacy campaigns; and overseeing the donor coordination structure.

24. In view of the evolution of the integrated approach of MONUC, the United Nations agencies, funds and programmes, international partners and donor community to the multidisciplinary assistance to the Government of the Democratic Republic of the Congo and State institutions in the post-transitional period, it is proposed to transform the office of the Deputy Special Representative of the Secretary-General into an integrated office headed by a Director (D-1), comprising the existing approved staffing establishment of the Office (1 P-5, 2 P-4, 2 General Service (Other level) and 2 national General Service staff) and incorporating personnel of the United Nations Development Programme (UNDP) (Senior Transition Coordinator (P-5), 2 Coordination Assistants (General Service (Other level)) and 3 Regional Strategic Planning Consultants), the United Nations Development Group Office (Monitoring and Evaluation Officer (P-4) and a Senior National Coordination Officer (national officer)) funded by their parent organizations, as well as a Donor Liaison Officer (P-3) funded on a cost-sharing

basis by the United Nations country team, comprising staff of the 15 United Nations agencies, funds and programmes present in the country.

25. The integrated office would support the Deputy Special Representative of the Secretary-General in leading and facilitating the inter-agency strategic planning process by: using the full range of post-conflict assessment and strategic tools; establishing, facilitating and monitoring an integrated coordination structure of over 40 separate strategic and programmatic working and thematic groups throughout the country involving hundreds of partners in the Government, the donor community, United Nations agencies, funds and programmes, civil society and non-governmental organizations; the establishment, facilitation and monitoring of policies, coordination structures, programmes, operational mechanisms and tracking systems aimed at the effective implementation of the Mission's mandate related to economic management issues and good governance. The integrated office would assist in overseeing and guiding the work of MONUC offices reporting to the Deputy Special Representative of the Secretary-General (Electoral Assistance Division, Civil Affairs Office, Child Protection Section, Gender Unit, HIV/AIDS Unit, Mine Action Unit and Security and Safety Section).

26. The Head of the Office (D-1) would assist the Deputy Special Representative of the Secretary-General in: leading all United Nations system strategic planning processes, including the United Nations Development Assistance Framework, provincial transition and district recovery programmes, action plan for the Democratic Republic of the Congo, and the contribution of the United Nations country team to the integrated mission planning process; managing all aspects of the responsibilities of the Deputy Special Representative of the Secretary-General in his capacity as Resident and Humanitarian Coordinator, including oversight of the United Nations coordination structure; and serving as the senior adviser to the Donor Coordination Forum; taking a leading role in resource mobilization. The incumbent of the post would: chair the Integrated Programme Officers Group, comprising senior officers from all United Nations agencies, funds and programmes and substantive offices of MONUC, which is responsible for the design and implementation of the United Nations post-election stability programmes; serve as the primary liaison with international financial institutions; represent the Deputy Special Representative of the Secretary-General at high-level Government and donor meetings; and take the lead in United Nations advocacy campaigns.

Heads of liaison and field offices

	International staff										
Civilian staff	*USG-ASG*	*D-2-D-1*	*P-5-P-4*	*P-3-P-1*	*Field Service*	*General Service*	*Security Service*	***Subtotal***	*National staff*[a]	*United Nations Volunteers*	***Total***
Approved 2005/06	—	4	12	1	—	8	—	**25**	5	—	**30**
Proposed 2006/07	—	3	13	1	—	8	—	**25**	5	—	**30**
Net change	—	(1)	1	—	—	—	—	—	—	—	—

[a] National General Service staff.

Justification

27. The change in the staffing establishment of the immediate offices of heads of liaison and field offices shown in the table above reflects the downgrading of the post of the head of the Pretoria Liaison Office from the D-1 to the P-5 level. While recognizing the need for the continuing strong support of the Government of South Africa as the new Government is stabilized, national reconciliation efforts continued and local elections held, the Mission has assessed that upon completion of the transitional process and the establishment of a duly elected Government, liaison functions with the Government of South Africa could be performed by the head of office at the P-5 level.

Component 1: peace and security in the Democratic Republic of the Congo

Expected accomplishment	*Indicators of achievement*
1.1 Stable security environment in the Democratic Republic of the Congo	1.1.1 40 per cent decrease in incidents of armed conflict (2004/05: 68; 2005/06: 33; 2006/07: 20)
	1.1.2 No reports on the illegal flow of arms (2004/05: three reports; 2005/06: two reports; 2006/07: no reports)
	1.1.3 No reported incidents of armed intimidation during local elections

Outputs

- 481,800 foot troop patrol days by the Eastern Division to observe, deter and report any action by armed groups (30 troops per company x 44 companies x 365 days)
- 98,550 mobile troop patrol days by the Western Brigade to observe, deter and report any actions by armed groups (average three patrols per day per company x 10 troops per patrol x nine companies x 365 days)
- 438,000 quick reaction/standby troop days for the rapid intervention in order to re-establish security or to protect United Nations personnel and facilities throughout the country (average of 150 troops per brigade x three brigades of the Eastern Division x 365 days; and 750 troops from the Mission Reserve battalion x 365 days)
- 277,400 manned checkpoint monitoring and observation person days (10 troops per checkpoint x 19 companies x 4 checkpoints per company x 365 days) in the North and South Kivus and Katanga
- 175,200 manned checkpoint monitoring and observation days (10 troops per checkpoint x 4 checkpoints per company x 6 companies x 365 days in Bunia; and 10 troops per checkpoint x 4 checkpoints per company x 6 companies x 365 days outside Bunia)
- 91,250 troop guard days to protect MONUC premises in Kinshasa (250 troops x 365 days)
- 3,840 flying hours for surveillance and monitoring of militia camps and the eastern border of the Democratic Republic of the Congo, insertion and extraction of patrolling troops, casualty evacuation and protection of United Nations personnel and facilities (8 attack helicopters x 40 hours per helicopter x 12 months)
- 7,680 flying hours for the transport of military personnel and equipment (16 utility helicopters x 40 hours per helicopter x 12 months)

- 14,600 troop water patrol days by the Eastern Division to monitor the arms embargo on Lake Albert and Lake Kivu (average of 4 troops per boat x 10 boats x 365 days)
- 15,330 troop naval operation days in the Western Brigade area of operations to support the disarmament, demobilization, repatriation, reinsertion and resettlement and disarmament, demobilization and reintegration processes and in support of humanitarian assistance delivery and electoral activities as well as tasks of military observers (average 7 troops per boat x 6 boats x 365 days)
- 74,460 mobile military observer patrol days for liaison with local leaders, the population and FARDC; investigations of armed attacks, monitoring of the arms embargo and the illegal exploitation of natural resources, liaison and monitoring support for the disarmament, demobilization and reintegration and disarmament, demobilization, repatriation, resettlement or reintegration processes (average of 3 military observers per 68 patrol teams x 365 days)
- Maintenance of the operational link with the United Nations Operation in Burundi (ONUB) and the United Nations Mission in the Sudan (UNMIS) to monitor cross-border movements of combatants between the Democratic Republic of the Congo, Burundi and the Sudan
- Nationwide multimedia public information campaign on peace and security, including: one video "MONUC achievements" in five national languages broadcast on 33 local television stations for a total of 120 hours a month for 12 months; 12 issues of MONUC monthly magazine in French (80,000 copies each); 24 issues of the bimonthly MONUC Bulletin (30,000 copies and electronic distribution); one poster in five national languages (100,000 copies); one MONUC weekly magazine in French and English (700 copies in both languages per week); two short daily updates on current activities of the Mission for up to 5,000 daily visitors to the monuc.org website; weekly press conferences for up to 50 representatives of the national and international media; regular interviews and distribution of media kits; daily information on MONUC activities; political and security briefs to the national and international media; 8 daily one-hour regional radio news/current affairs programmes and weekly "dossiers" on selected topics; daily two-hour short-wave radio programming to remote targeted areas of the country; weekly outreach community activities in Kinshasa and in 16 major cities (Goma, Beni, Bunia, Bukavu, Gbadolite, Kalemie, Kananga, Kindu, Bandundu, Kisangani, Lubumbashi, Mbandaka, Mbuji-Mayi, Matadi, Uvira and Kiwit); and three daily 15-minute radio newscasts in five national languages
- Organization of five meetings with military authorities and civil society groups on the cessation of the use of landmines
- 35 meetings with mine action stakeholders (the Mine Action Authority of the Democratic Republic of the Congo and the Mine Action Centre, international and national non-governmental organizations (NGOs) and contractors, local NGOs involved in mine risk education and victim assistance, United Nations agencies, funds and programmes (Office of the United Nations High Commissioner for Refugees (UNHCR), Office of the United Nations High Commissioner for Human Rights (OHCHR), United Nations Development Programme (UNDP) and United Nations Children's Fund (UNICEF)) and the International Committee of the Red Cross (ICRC) to review progress of the National Mine Action Programme and to coordinate actions
- 20 mine action training sessions for the United Nations agencies, funds and programmes, including the Office for the Coordination of Humanitarian Affairs, UNDP, UNICEF, the World Health Organization (WHO) and the World Food Programme (WFP)
- 20 meetings with donors to increase mine survey capacity in the Democratic Republic of the Congo
- Demining clearance of a total of 500,000 square metres of land
- Verification and demining of 150 kilometres of roads

- Public information campaign on demining, including six broadcasts on local radio stations and Radio Okapi to sensitize the Congolese population to the risks associated with landmines and unexploded ordnance and to provide information on actions taken by the Mission and the Government

Expected accomplishment	*Indicators of achievement*
1.2 Disarmament, demobilization and repatriation of foreign armed groups in the Democratic Republic of the Congo	1.2.1 30 per cent increase in the total number of repatriated foreign ex-combatants (2004/05: 11,736; 2005/06: 13,236; 2006/07: 17,236)

Outputs

- 50 sensitization programmes in national languages to prepare groups of foreign combatants entering the disarmament, demobilization, repatriation, resettlement or reintegration process
- Organization of 60 meetings on disarmament, demobilization, repatriation, resettlement or reintegration with leaders of foreign armed groups in the North and South Kivus, officials of the Government of and neighbouring countries and United Nations agencies, funds and programmes on the voluntary disarmament of foreign armed groups
- Nationwide public information campaign on disarmament, demobilization and repatriation, including daily radio programmes in national languages; 100,000 pamphlets/leaflets in national languages; 12 press briefings for representatives of political parties, civil society, national and local authorities, media and student organizations; two daily sensitization broadcasts on Radio Okapi; and one sensitization video film
- Organization of 60 meetings with the Government and child protection partners (UNHCR, local NGOs involved with children and returnees, Rwandan authorities for returnees and refugees, ICRC and the national Red Cross) on the implementation of special procedures for disarmament, demobilization, repatriation, resettlement or reintegration of an estimated 2,500 foreign child soldiers
- 40 joint operations with FARDC to disarm foreign combatants, including joint positioning, cordon-and-search operations to establish weapons-free zones (40 operations x 10 days per operation x 500 troops)
- Destruction of 500 weapons and 2,000 rounds of ammunition collected from foreign armed groups

Expected accomplishment	*Indicators of achievement*
1.3 Disarmament and demobilization of Congolese combatants in the Democratic Republic of the Congo	1.3.1 57 per cent increase in the total number of disarmed Congolese combatants for entry into demobilization (2004/05: 18,800; 2005/06: 43,800; 2006/07: 68,800)

Outputs

- 52 weekly coordination meetings with the World Bank and participants in the multi-country demobilization and reintegration programme (UNDP, UNICEF, the United Nations Development Fund for Women (UNIFEM), the European Union, Commission nationale de la désarmament, démobilization et réinsertion (CONADER), Structure militaire d'intégration (SMI), and the international community on the operational aspects of the disarmament, demobilization and reintegration of combatants, including children and camp followers
- 150 joint meetings with the Government, United Nations agencies and NGOs to coordinate the withdrawal of 10,000 children from armed groups and their transfer to transit care facilities and/or to their communities
- 24 meetings with military groups and FARDC, civilian authorities and leaders of civil society on accessing and withdrawing children from armed groups, their reintegration and prevention of future recruitment

- 52 weekly meetings of the Gender Technical Committee comprising representatives of the Government, MONUC, UNDP and UNIFEM, coordinated by CONADER to advise on gender issues in the context of the disarmament, demobilization and reintegration process
- Nationwide public information campaign on disarmament, demobilization and reinsertion, including 100,000 flyers, 15 online articles, 200 hours of radio programmes on disarmament, demobilization and reintegration and one video programme
- 104 meetings to advise the Government on the collection, registration, storage and destruction of weapons surrendered by ex-combatants

External factors

The Government of the Democratic Republic of the Congo will provide support and the command and control arrangements necessary for FARDC to effectively carry out military operations, particularly in the eastern part of the Democratic Republic of the Congo; the Government and regional states will cooperate in creating conditions necessary for the disarmament and repatriation of foreign armed groups; the Government and donors will enhance national administrative capacity to manage the national disarmament, demobilization and reintegration programme

Table 2
Human resources: component 1, peace and security in the Democratic Republic of the Congo

Category	*Total*
I Military observers	
Approved 2005/06	760
Proposed 2006/07	760
Net change	—
II Military contingents	
Approved 2005/06	13 883
Proposed 2006/07	14 183
Net change[a]	300

	International staff										
III. Civilian staff	*USG-ASG*	*D-2-D-1*	*P-5-P-4*	*P-3-P-1*	*Field Service*	*General Service*	*Security Service*	***Subtotal***	*National staff*[b]	*United Nations Volunteers*	***Total***
Office of the Force Commander											
Headquarters											
Approved 2005/06	1	1	—	—	2	—	—	4	4	—	8
Proposed 2006/07	1	1	—	—	2	—	—	4	4	—	8
Net change	—	—	—	—	—	—	—	—	—	—	—
Field[c]											
Approved 2005/06	—	1	1	—	—	1	—	3	1	—	4
Proposed 2006/07	—	1	1	—	—	1	—	3	1	—	4
Net change	—	—	—	—	—	—	—	—	—	—	—
Subtotal											
Approved 2005/06	1	2	1	—	2	1	—	7	5	—	12
Proposed 2006/07	1	2	1	—	2	1	—	7	5	—	12
Net change	—	—	—	—	—	—	—	—	—	—	—
Disarmament, Demobilization, Repatriation, Resettlement and Reintegration/Disarmament, Demobilization and Reintegration Office											
Headquarters											
Approved 2005/06	—	1	3	2	2	—	—	8	8	2	18
Proposed 2006/07	—	1	3	2	2	—	—	8	8	2	18
Net change	—	—	—	—	—	—	—	—	—	—	—

	International staff										
III. Civilian staff	*USG-ASG*	*D-2-D-1*	*P-5-P-4*	*P-3-P-1*	*Field Service*	*General Service*	*Security Service*	***Subtotal***	*National staff*[b]	*United Nations Volunteers*	***Total***
Field											
Approved 2005/06	—	—	4	8	1	—	—	**13**	2	10	**25**
Proposed 2006/07	—	—	4	8	1	—	—	**13**	2	10	**25**
Net change	—	—	—	—	—	—	—	—	—	—	—
Subtotal											
Approved 2005/06	—	1	7	10	3	—	—	**21**	10	12	**43**
Proposed 2006/07	—	1	7	10	3	—	—	**21**	10	12	**43**
Net change	—	—	—	—	—	—	—	—	—	—	—
Subtotal, civilian staff											
Approved 2005/06	1	3	8	10	5	1	—	**28**	15	12	**55**
Proposed 2006/07	1	3	8	10	5	1	—	**28**	15	12	**55**
Net change	—	—	—	—	—	—	—	—	—	—	—
Grand total (I-III)											
Approved 2005/06											**14 698**
Proposed 2006/07											**14 998**
Net change[a]											**300**

[a] Represents additional military contingent personnel authorized in Security Council resolution 1635 (2005).

[b] National General Service staff.

[c] Eastern Division headquarters (Kisangani).

Component 2: post-transitional political process

Expected accomplishment	*Indicators of achievement*
2.1 Free, transparent and peaceful elections in the Democratic Republic of the Congo	2.1.1 Adoption by the elected Government of the Democratic Republic of the Congo of an organic law defining functions and guaranteeing the independent status of the National Independent Electoral Commission
	2.1.2 Adoption by the elected Government of the Democratic Republic of the Congo of the National Independent Electoral Commission local elections budget
	2.1.3 Adoption by the elected Government of the Democratic Republic of the Congo of the regulatory framework for local electoral dispute resolution mechanism
	2.1.4 Election of and assumption of duties by 97 municipal counsellors in 97 communes, including at least 30 per cent

women (2004/2005: 0; 2005/2006: 0; 2006/2007: 97 counsellors)

2.1.5 Election of and assumption of duties by 5,397 community counsellors in the municipalities and chiefdoms, including at least 30 per cent of women (2004/2005: 0; 2005/2006: 0; 2006/2007: 5,397 counsellors)

2.1.6 No reported human rights abuses during the National Assembly electoral process

Outputs

- 20 advisory meetings with the Government of the Democratic Republic of the Congo on drafting the organic law defining functions and independence of the National Independent Electoral Commission
- Daily advisory meetings with the National Independent Electoral Commission on establishing the electoral budget and implementation of oversight mechanisms for local elections
- 40 advisory meetings with the National Independent Electoral Commission and the Government on the establishment and development of transparent electoral dispute resolution mechanisms
- Daily advisory meetings with the National Independent Electoral Commission at the national and provincial levels (at 84 Commission offices) on the implementation of the electoral and other relevant laws, as well as management, operations, logistics and voter sensitization issues
- Co-chairing with the National Independent Electoral Commission of 26 meetings of the Elections Technical Committee comprising United Nations agencies, funds and programmes and donors for information-sharing and coordination of activities
- Production and distribution of 26 reports of the Elections Technical Committee to members of the international community
- Co-chairing, with the National Independent Electoral Commission, of 6 meetings, once every 2 months, at the senior level of the Elections Steering Committee, comprising representatives of the Government, United Nations agencies, funds and programmes and donors on issues related to the financing and organization of local elections
- 200 meetings at the national and local level between MONUC, United Nations agencies, funds and programmes and national and relevant international actors (the European Union, the United States Agency for International Development (USAID), the International Foundation for Electoral System, the National Democratic Institute, the Electoral Institute of Southern Africa, the Foundation Konrad Adenauer, the Canadian Cooperation, Coopération française and the Department for International Development of the United Kingdom (DFID)) to facilitate international coordination of the electoral process
- Training of 25 core staff of the National Independent Electoral Commission in electoral administration, operations, logistics, voter education and public outreach at Commission headquarters, and training of 30 NIEC staff at the provincial level, including train-the-trainer workshops
- Production and dissemination of daily, weekly and periodic reports to United Nations partners and donors on the status of the organization of the local elections
- Daily meetings with the National Independent Electoral Commission to coordinate and identify logistical requirements to facilitate support by MONUC for the distribution of electoral, training and civic education materials

- 70 meetings with local and national authorities, political parties and human rights protection organizations, as well as with community leaders to minimize and prevent human rights violations and abuse of children during the electoral process

- Public information campaign aimed at minimizing risks and preventing abuses against children during the electoral process, including 16 local media broadcasts, two national media broadcasts and 20,000 leaflets and posters

- Establishment of nine local child protection network groups, composed of rights of child local and international NGOs for monitoring and reporting on incidents related to the rights of the child during the electoral process

- Organization of 50 sensitization meetings of the provincial Independent Electoral Commission staff, political parties, women's groups, and national and local authorities, in collaboration with UNIFEM and UNDP, with a view to increasing women's participation as electoral administrators and candidates in the local elections

- 1,500 visits to polling stations, political rallies and detention facilities to monitor respect of civil liberties during elections

- Public information campaign in support of elections, including the printing of two posters (100,000 copies each), in five national languages; 15 video features broadcast daily on 33 television stations, including 15 in Kinshasa and 18 in the provinces; photo exhibition; two flyers in five national languages; two monthly issues of a special magazine "Cap sur les Élections"; four daily programmes on Radio Okapi; special radio programme "Le Journal de Campagne"; 10 daily news reports 7 days a week; daily 1-hour programme on Radio Okapi short waves; one flagship nightly current affairs radio programme "Dialogue entre Congolais", 45 minutes, 5 days a week

Expected accomplishment	*Indicators of achievement*
2.2 Stability in the functioning of the post-transitional Government in the Democratic Republic of the Congo	2.2.1 Election and appointment by the Government of officials to the National Assembly and the legislative and judicial branches of the Government
	2.2.2 Adoption by the National Assembly of essential legislation necessary for the functioning of the post-transitional institutions

Outputs

- 18 meetings to advise the National Assembly on the drafting of laws determining functions, competencies and financial resources of the provincial administrations and decentralized territorial entities

- 80 meetings to advise the Government on the drafting of laws and decrees foreseen in the post-transitional constitution on public administration, public finances, provincial institutions and the national police and armed forces

- 32 meetings to advise the Government on the establishment of new institutions supporting democratic governance foreseen in the post-transitional constitution, including provincial assemblies, governments and institutions such as the Economic and Social Council, the National Independent Electoral Commission and the high-level Audiovisual and Communications Council

- 200 meetings in all provinces to advise the Government and leaders of civil society on creating a forum for public political debate to address the needs of the population

- 86 meetings to advise national authorities at all levels, in coordination with donors, on the adoption and implementation of measures aimed at ensuring transparent economic management in accordance with international standards and practices, including oversight bodies to ensure financial accountability of the Government
- 24 meetings to advise the international financial institutions on the political implications of their socio-economic assistance programmes in the Democratic Republic of the Congo
- Organization of 120 meetings to advise the national authorities (Ministries of Justice, Defence and Interior, as well as judicial and corrections officials) on the implementation of reforms of the judiciary and correctional systems
- 15 training seminars for 750 judicial officials, military and civil servants on the prevention of abuse of power and the establishment of accountability for crimes committed against the civilian population
- 48 gender awareness training sessions for 900 members of the National Assembly, the Judiciary and Government officials to implement gender-sensitive policies and programmes and to increase gender awareness
- 880 meetings in all provinces to advise the national authorities on the extension of State authority and institutional networks throughout the territory of the Democratic Republic of the Congo, with particular focus on Ituri
- 36 meetings to advise the national authorities on the devolution/delegation of authority to the provincial level as foreseen in the post-transitional constitution
- 200 meetings in all provinces to advise national and local authorities and civil society organizations on the prevention, management and resolution of local conflicts through the use of good offices, as well as through confidence-building measures, the establishment of grass-roots mechanisms for the settlement of disputes and the further development of judicial institutions
- Daily liaison with and advice to provincial authorities to assist in improving local governance
- 156 coordination meetings with the post-transitional authorities, the diplomatic community and United Nations agencies, funds and programmes to coordinate support for local peace initiatives aimed at prevention of conflicts, stability and improved security
- Three reports of the Secretary-General to the Security Council on the progress in the post-transitional process

Expected accomplishment	*Indicators of achievement*
2.3 Reform of the security sector	2.3.1 Adoption by the elected Government of a national security sector reform programme
	2.3.2 Adoption by the elected Government of legal instruments governing the security sector, which comply with internationally accepted standards
	2.3.3 10 per cent decrease in reported human rights abuses carried out by the national armed forces (2005/2006: 897; 2006/2007: 807)

Outputs

- 60 meetings with the Government authorities to review and amend legislation on the security sector reform
- 60 meetings with the Government authorities to advise on the drafting and monitoring of the implementation of national plans for security sector reform
- 60 meetings with the Government authorities to advise on a national public information plan for security sector reform, including disarmament, demobilization and reintegration
- 60 meetings with the Government, United Nations agencies, funds and programmes and donors to coordinate security sector reform activities
- 80 meetings with the Government authorities on strengthening the military justice system
- 12 monthly meetings with the gender focal points in FARDC and the Congolese National Police to advise on integrating a gender perspective in the security sector reform
- 60 meetings with the Government authorities to advise on the development of legal frameworks related to the prevention and cessation of the illegal flow of arms
- 52 weekly and 12 monthly technical meetings with the national security sector reform officials
- 4 evaluation reports to the Joint Security Sector Reform Commission on the *brassage* process and follow-up field visits to the six centres of *brassage*
- Organization of 60 resource mobilization meetings between the Government and donors for the implementation of the security sector reform programmes

Expected accomplishment		*Indicators of achievement*	
2.4	Progress in institutional development and capacity-building of the Police Nationale Congolaise (PNC)	2.4.1	Adoption by the elected Government of a long-term strategic plan for the reform and restructuring of the Police Nationale Congolaise
		2.4.2	35 per cent reduction in reported human rights abuses by the Police Nationale Congolaise (2004/2005: 174; 2005/2006: 180; 2006/2007: 117)

Outputs

- 864 meetings to advise PNC on the preparation and implementation of the security plan for local elections in 19 municipalities
- 9,600 meetings to advise PNC personnel deployed in Kinshasa and 18 locations in the country (Bunia, Mahagi, Aru, Kisangani, Mbandaka, Goma, Beni, Butembo, Kindu, Bukavu, Uvira, Lubumbashi, Matadi, Kananga, Kalemie, Mbuji-Mayi, Bandundu and Kikwit) through 40 mobile United Nations police advisory teams comprising up to five MONUC police officers per team (40 mobile teams x 20 monthly meetings x 12 months)
- 12 meetings to advise the Government and PNC senior personnel on the registration and certification of national police officers
- 48 meetings to advise the Government and PNC senior personnel on the implementation of national police reform and restructuring

- 12 monthly meetings with international donors to coordinate assistance for the reform and restructuring of PNC
- 2,880 meetings to advise PNC national and local authorities on the administration, training, gender issues and the prevention of sexual violence through the co-location of three MONUC Police Advisers with the PNC Inspector General's Office in Kinshasa and the deployment of 245 MONUC Police Advisers in the 11 provincial inspectorates of PNC (one technical adviser per provincial inspectorate; 13 for Kinshasa and 221 in 10 provinces)
- Preparation and updating of basic training manuals for the PNC and distribution of 1,350 copies of the manual to 1,350 PNC trainers
- Training and certification of 3,000 PNC officers in crowd-control techniques, including negotiation and non-lethal policing
- Training and certification of 250 PNC trainers on gender awareness, human rights and child protection issues
- 4,320 mobile patrol days of formed police units and on-the-job training of PNC crowd-control units to enhance their capacity in five locations (Kinshasa, Kisangani, Lubumbashi, Mbuji-Mayi and Kananga), including 2,160 mobile patrol days during local elections (6 formed police personnel x two patrols x 180 days)
- 144 meetings to advise PNC on the development and maintenance of a database to record cases and follow-up actions on misconduct by PNC officers
- One five-minute video film on training and mentoring by United Nations police of PNC officers broadcast by 33 television stations throughout the country

Expected accomplishment	*Indicators of achievement*
2.5 Normalization of relations between the Democratic Republic of the Congo and its neighbouring States, particularly Rwanda, Uganda and Burundi	2.5.1 Exchange of ambassadors between the Democratic Republic of the Congo, Rwanda, Uganda and Burundi 2.5.2 No reports on the use by armed groups of territories of neighbouring States as staging grounds (2004/2005: 0; 2005/2006: 0; 2006/2007: 0) 2.5.3 Adoption by the elected Government of legislation on regional cooperation policies related to cross-border economic, security and human rights-related issues

Outputs

- Secretariat support to four meetings of the Joint Verification Mechanism
- 35 meetings to provide information to the Expert Panel on the arms embargo and arms flows to the Democratic Republic of the Congo
- 76 meetings with senior officials of the Democratic Republic of the Congo and senior representatives of the neighbouring States on the normalization of relations between the Democratic Republic of the Congo, Rwanda, Uganda and Burundi

External factors

National electoral process will conclude with a democratically elected Government at the national level. The post-transitional Government will act in a timely manner to adopt legislation for the holding of local elections, including the establishment of the National Independent Electoral Commission, as well as for establishing State administration at the national and provincial levels in accordance with the post-transitional constitution. The international community will continue to provide its full political and financial support to the new government, and countries in the region will cooperate with the post-transitional Government in addressing regional security issues

Table 3

Human resources: component 2, post-transitional political process

Category	*Total*
I. Military observers	
Approved 2005/06	—
Proposed 2006/07	—
Net change	—
II. Military contingents	
Approved 2005/06	—
Proposed 2006/07	—
Net change	—
III. United Nations police	
Approved 2005/06	391
Proposed 2006/07	391
Net change	—
IV. Formed police	
Approved 2005/06	625
Proposed 2006/07	750
Net change[a]	**125**

	International staff										
V. Civilian staff	*USG-ASG*	*D-2-D-1*	*P-5-P-4*	*P-3-P-1*	*Field Service*	*General Service*	*Security Service*	***Subtotal***	*National staff*[b]	*United Nations Volunteers*	***Total***
Political Affairs Division											
Mission headquarters											
Approved 2005/06	—	3	9	5	—	4	—	**21**	4	3	**28**
Proposed 2006/07	—	3	9	5	—	4	—	**21**	4	3	**28**
Net change	—	—	—	—	—	—	—	—	—	—	—

	International staff										
V. Civilian staff	*USG-ASG*	*D-2-D-1*	*P-5-P-4*	*P-3-P-1*	*Field Service*	*General Service*	*Security Service*	***Subtotal***	*National staff*[a]	*United Nations Volunteers*	***Total***
Field											
Approved 2005/06	—	—	12	34	—	—	—	**46**	26	1	**73**
Proposed 2006/07	—	—	12	34	—	—	—	**46**	26	1	**73**
Net change	—	—	—	—	—	—	—	—	—	—	—
Subtotal											
Approved 2005/06	—	3	21	39	—	4	—	**67**	30	4	**101**
Proposed 2006/07	—	3	21	39	—	4	—	**67**	30	4	**101**
Net change	—	—	—	—	—	—	—	—	—	—	—
Office of Public Information											
Mission headquarters											
Approved 2005/06	—	1	7	5	6	1	—	**20**	50	1	**71**
Proposed 2006/07	—	1	6	5	5	1	—	**18**	48	—	**66**
Net change	—	—	**(1)**	—	**(1)**	—	—	**(2)**	**(2)**	**(1)**	**(5)**
Field											
Approved 2005/06	—	—	5	20	11	5	—	**41**	103	11	**155**
Proposed 2006/07	—	—	3	17	8	5	—	**33**	85	8	**126**
Net change	—	—	**(2)**	**(3)**	**(3)**	—	—	**(8)**	**(18)**	**(3)**	**(29)**
Subtotal											
Approved 2005/06	—	1	12	25	17	6	—	**61**	153	12	**226**
Proposed 2006/07	—	1	9	22	13	6	—	**51**	133	8	**192**
Net change	—	—	**(3)**	**(3)**	**(4)**	—	—	**(10)**	**(20)**	**(4)**	**(34)**
Electoral Assistance Division											
Mission headquarters											
Approved 2005/06	—	2	8	3	—	7	—	**20**	15	27	**62**
Proposed 2006/07	—	1	8	7	—	7	—	**23**	15	27	**65**
Net change	—	**(1)**	—	**4**	—	—	—	**3**	—	—	**3**
Field											
Approved 2005/06	—	—	5	5	—	—	—	**10**	20	40	**70**
Proposed 2006/07	—	—	5	5	—	—	—	**10**	32	61	**103**
Net change	—	—	—	—	—	—	—	—	**12**	**21**	**33**

	International staff										
V. Civilian staff	*USG-ASG*	*D-2-D-1*	*P-5-P-4*	*P-3-P-1*	*Field Service*	*General Service*	*Security Service*	***Subtotal***	*National staff*[b]	*United Nations Volunteers*	***Total***
Subtotal											
Approved 2005/06	—	2	13	8	—	7	—	**30**	35	67	**132**
Proposed 2006/07[c]	—	1	13	12	—	7	—	**33**	47	88	**168**
Net change	**—**	**(1)**	**—**	**4**	**—**	**—**	**—**	**3**	**12**	**21**	**36**
Office of the Police Commissioner											
Mission headquarters											
Approved 2005/06	—	1	1	1	1	2	—	**6**	1	1	**8**
Proposed 2006/07	—	2	—	1	1	2	—	**6**	1	1	**8**
Net change	**—**	**1**	**(1)**	**—**	**—**	**—**	**—**	**—**	**—**	**—**	**—**
Field											
Approved 2005/06	—	—	—	—	—	—	—	**—**	—	—	**—**
Proposed 2006/07	—	—	—	—	—	—	—	**—**	—	—	**—**
Net change	**—**	**—**	**—**	**—**	**—**	**—**	**—**	**—**	**—**	**—**	**—**
Subtotal											
Approved 2005/06	—	1	1	1	1	2	—	**6**	1	1	**8**
Proposed 2006/07	—	2	—	1	1	2	—	**6**	1	1	**8**
Net change	**—**	**1**	**(1)**	**—**	**—**	**—**	**—**	**—**	**—**	**—**	**—**
Rule of Law Office											
Mission headquarters											
Approved 2005/06	—	1	4	—	1	—	—	**6**	1	—	**7**
Proposed 2006/07	—	1	4	—	1	—	—	**6**	1	—	**7**
Net change	**—**	**—**	**—**	**—**	**—**	**—**	**—**	**—**	**—**	**—**	**—**
Field											
Approved 2005/06	—	—	—	—	—	—	—	**—**	—	—	**—**
Proposed 2006/07	—	—	—	3	—	—	—	**3**	—	—	**3**
Net change	**—**	**—**	**—**	**3**	**—**	**—**	**—**	**3**	**—**	**—**	**3**
Subtotal											
Approved 2005/06	—	1	4	—	1	—	—	**6**	1	—	**7**
Proposed 2006/07	—	1	4	3	1	—	—	**9**	1	—	**10**
Net change	**—**	**—**	**—**	**3**	**—**	**—**	**—**	**3**	**—**	**—**	**3**

	International staff										
V. Civilian staff	*USG-ASG*	*D-2-D-1*	*P-5-P-4*	*P-3-P-1*	*Field Service*	*General Service*	*Security Service*	***Subtotal***	***National staff***[b]	*United Nations Volunteers*	*Total*
Subtotal, civilian staff											
Approved 2005/06	—	8	51	73	19	19	—	**170**	220	84	**474**
Proposed 2006/07	—	8	47	77	15	19	—	**166**	212	101	**479**
Net change	—	—	**(4)**	**4**	**(4)**	—	—	**(4)**	**(8)**	**17**	**5**
Grand total (I-V)											
Approved 2005/06											**1 490**
Proposed 2006/07											**1 620**
Net change[a]											**130**

[a] Includes the additional 125 formed police unit personnel authorized in Security Council resolution 1621 (2005).

[b] Includes national officers and national General Service staff.

[c] Reflects the retention for the period from 1 July 2006 to 30 April 2007 of 16 general temporary assistance positions (4 P-3 and 12 national General Service staff), and 21 additional United Nations Volunteer positions authorized by General Assembly resolution 60/121 for the support of elections.

28. A net increase in the staffing establishment under component 2, post-transitional political process, is due to the proposed retention, for the 10-month period from 1 July 2006 to 30 April 2007, of general temporary assistance positions and additional United Nations Volunteers positions authorized by General Assembly resolution 60/121 for the Electoral Assistance Division in support of the elections, offset by the downsizing of the Office of Public Information, as explained below.

Office of Public Information

Justification

29. Following the completion of a public information campaign in support of the voter registration and constitutional referendum in the Democratic Republic of the Congo and upon review of the staffing requirements of the Office of Public Information, it is proposed to reduce the staffing establishment of the Office by 30 posts (3 P-4, 3 P-3, 4 Field Service and 20 national General Service staff) and four United Nations Volunteers positions, as follows: four posts (1 P-4, 1 Field Service and 2 national General Service staff) and one United Nations Volunteer position at the Mission headquarters in Kinshasa; four posts (1 P-4, 1 P-3 and 2 national General Service staff posts) and one United Nations Volunteer position in the Mission's Bunia Office; four posts (1 P-4, 1 Field Service and 2 national General Service staff) and one United Nations Volunteer position in the Lubumbashi Office; 3 posts (1 P-3 and 2 national General Service staff) in the Bukavu Office; three posts (1 P-3 and 2 national General Service staff) in the Goma Office; three posts (1 Field Service and 2 national General Service staff) in the Mbandaka Office; three posts (1 Field Service and 2 national General Service staff) in the Kindu Office; two posts (national General Service staff) and one United Nations Volunteer position in the Matadi Office; two posts (national General Service staff) in the Kisangani Office

and one national General Service staff post each in the Kananga and Mbuji-Mayi offices.

Electoral Assistance Division

Justification

30. The completion of the presidential and legislative electoral process in the Democratic Republic of the Congo and the installation of the newly elected President and the establishment of the National Assembly and the provincial assemblies, which would mark the end of the transitional period in the Democratic Republic of the Congo, would be followed by local elections, comprising 5,500 separate polls for some 100 municipal and 5,400 local community counsellors. The local elections, which are expected to take place within six months of the formation of the new Government, involve the election of 388 commune-level counsellors, 11 provincial governors and deputy governors, 21 mayors and over 700 sector chiefs and their deputies. As stipulated in the new Constitution, the National Independent Electoral Commission will replace the current Independent Electoral Commission (IEC), and the new National Assembly will adopt an organic law defining the functions and guaranteeing the independence of the National Independent Electoral Commission.

31. To augment the Mission's capacity to support the National Independent Electoral Commission, facilitate the registration of candidates, ballot design and production and the distribution and collection of electoral materials and tabulation of results and promote accountability and transparency in the electoral process, it is proposed that 16 general temporary assistance positions (4 P-3 and 12 national General Service staff) and 21 temporary United Nations Volunteer positions authorized by General Assembly resolution 60/121 for the support of the presidential and legislative elections be retained for the 10-month period from 1 July 2006 to 30 April 2007.

32. Two Training Officers (P-3) would be deployed at the Mission headquarters in Kinshasa and would assist the National Independent Electoral Commission in: the analysis and identification of training requirements, the design of training programmes and the preparation of training manuals for each level of the national and local electoral process; conduct of training for electoral officers; evaluation of the implementation of training programmes and recommendation of improvements; and design and delivery of programmes aimed at building the capacity of the National Independent Electoral Commission.

33. One Database Developer (P-3) and one Programmer/Analyst (P-3) would be deployed at the Mission headquarters and would be responsible for the development and maintenance of the electoral databases required for the compilation of information from the field offices of the Electoral Assistance Division, the analysis of the data, the design of programmes, tools and solutions for data collection, processing and compilation and the maintenance of the integrity of the databases.

34. Twenty-one United Nations Volunteers (1 Electoral Coordinator, 1 Administrative Officer, 12 Logistics Officers, 6 Civic Education Officers and 1 Training Assistant) and 12 national General Service staff would strengthen the electoral offices in the field as follows.

35. The Electoral Coordinator would be based in Gbadolite (Equateur Province) and would be responsible for the: coordination of all activities related to the electoral process in the province, including the overall management and operation of the office; provision of technical support to the representatives of the National Independent Electoral Commission; liaison with government authorities and international and national NGOs involved in the preparation of the elections; and preparation of reports (daily, weekly and periodic) on the electoral process in the province. The Electoral Coordinator would be supported by one Administrative Officer, two Logistics Officers, one Civic Education Officer and one Training Assistant (all United Nations Volunteers), as well as two Drivers/Clerks (national General Service staff).

36. Ten Logistics Officers and five Civic Education Officers (all United Nations Volunteers), supported by 10 Drivers/Clerks (national General Service staff) would be deployed to Basankusu, Buta, Aru, Kamina and Uvira and would be responsible for providing technical support to the National Independent Electoral Commission liaison offices in these locations.

37. In view of the establishment of a coordinated electoral planning framework in the Democratic Republic of the Congo and the deployment of electoral focal points in provincial capitals and major population centres throughout the country, as well as the completion of the constitutional referendum, it is proposed to downgrade the level of the head of the Electoral Assistance Division from D-2 to D-1, with the functions of the head of the Division to be accommodated through the utilization of the approved Senior Electoral Adviser (D-1) post. The released D-2 post would be redeployed to the Office of Police Commissioner (see para. 40 below).

Office of the Police Commissioner

Justification

38. As indicated in framework component 2, post-transitional political process, during the 2006/07 period the Mission would support the Government in: institutional development and capacity-building of PNC through assistance in its restructuring and reform, in line with international policing standards, including the vetting and certification of its personnel, advice on its reorganization and training, including gender-related training, and monitoring and mentoring members of PNC; assistance in the restoration and maintenance of the rule of law, public safety and public order in the Democratic Republic of the Congo; provision of advice and training to PNC in conjunction with other partners and reporting on the compliance by PNC with human rights standards; protection of civilians under imminent threat of physical violence and advocacy of public confidence in the criminal justice sector, as well as support the Government in the establishment of secure and stable environment during and after the local elections.

39. The scope and level of responsibilities of the Police Commissioner during the budget period would increase significantly and would cover the provision of advice to high-level Government officials and PNC senior leadership and the coordination of international donor support to address the immediate needs of PNC, while also contributing to: its long-term institutional and capacity development; coordination with international partners; implementation of country-wide training programmes, including in crowd-control techniques, in accordance with internationally accepted

control methods; and operational control and management of 391 United Nations police officers and six formed police units of 125 personnel each deployed throughout the country.

40. Accordingly, it is proposed that the level of the Police Commissioner's post be upgraded from D-1 to D-2, to be accommodated through the redeployment of a D-2 post from the Electoral Assistance Division. It is also proposed to utilize the released D-1 post in the Office of the Police Commissioner to accommodate the position of a Deputy Police Commissioner. The staffing establishment of the Office of the Police Commissioner would thus be reduced by one P-5 post approved for the 2005/06 period for the Deputy Police Commissioner.

41. The Deputy Police Commissioner would assist the Police Commissioner by ensuring the effective administration and management of the United Nations police, overseeing their operations and coordinating the work of the Mission's police headquarters. The Deputy Police Commissioner would evaluate and assess all implemented United Nations police activities and provide guidance and support to police operational and reform activities, liaise with the international community and prospective bilateral donors to seek funding and logistical support to enhance the local police capacity and advise and assist national counterparts on issues related to the local police reform. The Deputy would also provide regular assistance to the United Nations police officers and formed police personnel deployed to 11 provinces of the Democratic Republic of the Congo; liaise with local political and administrative authorities and the military component, when deemed appropriate, to establish a sound working relationship between them and the United Nations police; and act as deputy for the Civilian Police Commissioner during his/her absences.

Rule of Law Office

Justification

42. Pursuant to its mandate, during the budget period the Mission would expand its support to the Government of the Democratic Republic of the Congo and national institutions in establishing and strengthening State authority in the eastern part of the country, including the operation of legitimate and functioning judicial institutions, with a view to ending impunity. In this regard, to augment the Mission's capacity in that part of the Democratic Republic of the Congo, it is proposed that three additional Rule of Law Officers (P-3) posts be established in the Rule of Law Office, the incumbents of which would be deployed to Bunia, Bukavu and Goma, where they would be responsible for: establishing and maintaining liaison with local judicial system officials, including the civilian and military courts, prison authorities, lawyers' associations and local administrations; assisting in coordination with the Rule of Law Office at Mission headquarters; establishing a rule of law task force at the local level in order to facilitate communication between local and international actors; establishing a local justice reform plan, to be submitted to central authorities and the donor community in Kinshasa; providing recommendations on the resolution of property disputes in the east of the country; conducting outreach activities through the facilitation of regular town hall meetings aimed at promoting trust in legitimate justice authorities; and liaising with the Corrections Officers of the Rule of Law Office to ensure a coordinated approach to the interlinked areas of justice and corrections.

Component 3: civil society and human rights

Expected accomplishment	*Indicators of achievement*
3.1 Improved humanitarian conditions and protective environment in the Democratic Republic of the Congo	3.1.1 5 per cent increase in international access to insecure/inaccessible areas through assessment/verification missions to the interior (2004/2005: 811; 2005/2006: 400; 2006/2007: 420)
	3.1.2 275 per cent increase in aid to vulnerable groups through United Nations action plan funding and the Organization for Economic Cooperation and Development (OECD) good humanitarian and failed states initiatives (2004/2005: 0; 2005/2006: $200 million; 2006/2007: $750 million)
	3.1.3 200 per cent increase in the number of joint protection committees supporting protection of vulnerable populations, including victims of sexual violence, internally displaced persons, refugees and returnees (2004/2005: 0; 2005/2006: 2; 2006/2007: 6)
	3.1.4 Return to the Democratic Republic of the Congo of 73,500 refugees from a total 433,000 Congolese refugees abroad (2004/05: not available; 2005/06: 44,000; 2006/07: 73,500)

Outputs

- Joint organization with the Office for the Coordination of Humanitarian Affairs of 420 humanitarian assistance assessment, monitoring and field missions with United Nations agencies, funds and programmes and international and national NGOs, particularly in insecure and difficult-to-access areas
- 1,872 meetings (12 meetings per month in 13 locations) with the humanitarian community, civil society, donors, international and national media and local authorities on access for humanitarian assistance, needs assessment, resettlement and reintegration of displaced persons and refugees, the protection of relief workers and civilians and the identification of areas of local conflict where humanitarian assistance could build confidence
- 520 meetings with the Office for the Coordination of Humanitarian Affairs, UNDP, UNHCR and other concerned United Nations agencies, funds and programmes and NGOs, as well as national and local authorities, for coordination of the post-transition peacebuilding activities at the provincial level
- 250 daily reports, 50 weekly reports and 12 special reports to NGOs and United Nations agencies, funds and programmes to provide information on the humanitarian situation, progress in its improvement, security conditions and the protection of civilians and to provide an early warning mechanism
- 52 weekly briefings and recommendations to the Humanitarian Action Group comprised of donors, national and international NGOs and the United Nations country team on humanitarian and transition issues
- 72 meetings (one meeting per month in six provinces) with provincial or district authorities for the coordination of protection of civilians in the context of joint protection working groups comprised of heads of the United Nations agencies, funds and programmes present in the country

- 156 meetings (one meeting per month in 13 locations) with local authorities, donors, civil society groups and national and international NGOs for facilitation of and technical advice on the implementation of the national humanitarian action plan and strategic provincial level transition plans
- Establishment of one sectoral group/cluster (comprised of MONUC, United Nations agencies, funds and programmes, the Office for the Coordination of Humanitarian Affairs, NGOs and local Government representatives) for each of the six high-impact transition programmes in at least six provinces, including Province Orientale, North Kivu, South Kivu, Kasai Occidental, Kasai Oriental and Maniema provinces
- Implementation of 40 quick-impact projects in the areas of health, education, food security, protection of victims and prevention of sexual and gender-based violence
- Nationwide public information campaign on humanitarian assistance, including production and dissemination of a 25-minute video programme on the humanitarian situation and areas for donor support in the Democratic Republic of the Congo to the 10 major donors (the European Union, the United States of America, Belgium, the Netherlands, Germany, Sweden, France, the United Kingdom of Great Britain and Northern Ireland, Switzerland and Canada), five international broadcasting corporations in the United States, the United Kingdom, the Netherlands, Belgium and Germany, and 52 weekly press conferences and 52 humanitarian affairs reports posted on the Mission's Internet website

Expected accomplishment	*Indicators of achievement*
3.2 Progress towards respect for human rights in the Democratic Republic of the Congo	3.2.1 14 per cent increase in the number of criminal investigations and convictions of perpetrators of gross human rights violations, especially cases of sexual violence and crimes against children (including military recruitment) (2004/2005: 350; 2005/2006: 400; 2006/2007: 456)
	3.2.2 Adoption by the elected Government of the Democratic Republic of the Congo of a package of national human rights legislation to bring the national laws in line with international standards, including standards set out in the International Convention on Civil and Political Rights, the Convention on the Elimination of All Forms of Discrimination against Women, the Convention against Torture and the Convention on the Rights of the Child
	3.2.3 Adoption by the elected Government of the Democratic Republic of the Congo of a national child protection plan

Outputs

- 1,800 investigations into human rights violations, including the rights of the child
- 30 special investigation missions on gross violations of human rights, focusing on Ituri, Northern Katanga and the North and South Kivus
- 600 monitoring visits to detention centres, prisons and health-care facilities to monitor detainee conditions
- Training of 600 representatives of national human rights organizations, human rights NGOs and child protection NGOs in basic investigation techniques, data collection for legal prosecution, victim and witness protection and reporting

- Training of 500 FARDC officers, civilian judges, prosecutors, national police officers and local election officials on internationally accepted human rights standards, rights of children and international humanitarian law
- Training of 100 members of the National Assembly, government and judicial officials and civil society representatives in human rights standards, basic human rights legislation and the advocacy of human rights
- Six meetings with the Government on the creation of an independent national human rights body and transitional justice mechanisms to address human rights violations
- 120 meetings with the Government officials, members of the civilian and military judiciary, members of the National Assembly, United Nations agencies, funds and programmes, intergovernmental organizations and NGOs to address human rights concerns, including the rights of children, and to advocate against impunity
- Support to the national judiciary through advice, exchange of information, specialized training of 200 participants and 5 joint investigations to address human rights violations and the prosecution of internationally recognized crimes, including crimes against children
- 12 meetings, in coordination with United Nations agencies, funds and programmes and national human rights and child protection agencies, to advise the Government on: a package of basic human rights legislation, including child protection legislation in accordance with international standards; institutional reform; the development of a comprehensive child protection plan; and the establishment of alternatives to the imprisonment of minors
- 80 meetings with child protection local and international NGOs and United Nations agencies and funds (UNICEF, UNDP, ILO, UNHCR, OHCHR) involved in child protection issues to exchange information and coordinate activities
- 20 meetings with child protection local and international NGOs involved with child protection issues and UNICEF to coordinate the establishment of a national monitoring and reporting mechanism on children involved in the armed conflict in the Democratic Republic of the Congo and to collect and provide information on the recruitment and use of child soldiers in violation of applicable international law and on other violations and abuses committed against children affected by the armed conflict as mandated by Security Council resolution 1612 (2005)
- 12 meetings with UNICEF to coordinate provision of information for inclusion in the report of the Secretary-General to the Security Council on children in armed conflict, including on the compliance by the Government with the cessation of the recruitment or use of children in armed conflict in accordance with Security Council resolution 1612 (2005)
- Three training workshops for 50 national and international NGO participants in four key regions of the country (North and South Kivus, Kasais and Province Orientale) on monitoring and addressing impunity for crimes and abuses committed against children
- Two special briefings for the Independent Expert of OHCHR
- Six reports to the Special Procedure mechanism of OHCHR

- 12 reports to the Government on the human rights situation in the country and three reports on specific issues related to the rights of children
- Support to 180 victims and witnesses of human rights violations through the provision of or referral to medical services, safe houses, local humanitarian support structures and legal aid initiatives
- Establishment of a support network with 11 civil society organizations and 3 donors to assist 50 victims, witnesses and 20 human rights defenders under imminent threat of physical violence
- Nationwide public information campaign on human rights, including 52 weekly press conferences, production and dissemination of one five-minute video programme on MONUC Human Rights Day activities on 33 television stations throughout the country; radio broadcasts and sensitization materials on the rights of children (20,000 leaflets, 100,000 posters and 10,000 copies of the Convention on the Rights of the Child for the International Day of the Child (20 November) and the Day of the African Child (16 June), and information on HIV/AIDS, including 12 monthly radio campaigns, 26 biweekly television broadcasts, 30,000 copies of the special edition on HIV/AIDS of the MONUC magazine and the production of 12 HIV/AIDS sensitization, information and education materials in four national languages)
- 12 meetings with the United Nations technical group, comprising United Nations agencies, funds and programmes on HIV/AIDS, to monitor, evaluate and make recommendations to the Government and concerned national bodies on the implementation of the Declaration of Commitment on HIV/AIDS of 27 June 2001 (General Assembly resolution S-26/2, annex).

External factors

National security agencies will create a secure environment throughout the country, the Government will take action to stop human rights abuses by the national security forces and prosecute cases of abuses of human rights, donors will provide funding and civil society organizations will participate in efforts to promote and protect human rights

Table 4

Human resources: component 3, civil affairs and human rights

Category	*Total*
I. Military observers	
Approved 2005/06	—
Proposed 2006/07	—
Net change	—
II. Military contingents	
Approved 2005/06	—
Proposed 2006/07	—
Net change	—

	International staff										
III. Civilian staff	*USG-ASG*	*D-2-D-1*	*P-5-P-4*	*P-3-P-1*	*Field Service*	*General Service*	*Security Service*	***Subtotal***	*National staff*[a]	*United Nations Volunteers*	***Total***
Child Protection Section											
Headquarters											
Approved 2005/06	—	—	2	2	—	1	—	**5**	2	—	**7**
Proposed 2006/07	—	—	2	2	—	1	—	**5**	2	—	**7**
Net change	—	—	—	—	—	—	—	—	—	—	—
Field											
Approved 2005/06	—	—	1	12	—	—	—	**13**	10	4	**27**
Proposed 2006/07	—	—	1	12	—	—	—	**13**	10	4	**27**
Net change	—	—	—	—	—	—	—	—	—	—	—
Subtotal											
Approved 2005/06	—	—	3	14	—	1	—	**18**	12	4	**34**
Proposed 2006/07	—	—	3	14	—	1	—	**18**	12	4	**34**
Net change	—	—	—	—	—	—	—	—	—	—	—
Human Rights Office											
Headquarters											
Approved 2005/06	—	1	4	4	—	3	—	**12**	4	1	**17**
Proposed 2006/07	—	1	4	4	—	3	—	**12**	5	1	**18**
Net change	—	—	—	—	—	—	—	—	**1**	—	**1**
Field											
Approved 2005/06	—	—	3	20	—	7	—	**30**	27	19	**76**
Proposed 2006/07	—	—	3	23	—	7	—	**33**	33	26	**92**
Net change	—	—	—	**3**	—	—	—	**3**	**6**	**7**	**16**
Subtotal											
Approved 2005/06	—	1	7	24	—	10	—	**42**	31	20	**93**
Proposed 2006/07	—	1	7	27	—	10	—	**45**	38	27	**110**
Net change[b]	—	—	—	**3**	—	—	—	**3**	**7**	**7**	**17**
Mine Action Liaison Unit											
Headquarters											
Approved 2005/06	—	—	—	1	—	1	—	**2**	—	—	**2**
Proposed 2006/07	—	—	—	1	—	1	—	**2**	—	—	**2**
Net change	—	—	—	—	—	—	—	—	—	—	—

III. Civilian staff	*International staff* *USG-ASG*	*D-2-D-1*	*P-5-P-4*	*P-3-P-1*	*Field Service*	*General Service*	*Security Service*	***Subtotal***	*National staff*[a]	*United Nations Volunteers*	***Total***
Approved 2005/06	—	—	—	—	—	—	—	—	—	—	—
Proposed 2006/07	—	—	—	—	—	—	—	—	—	—	—
Net change	—	—	—	—	—	—	—	—	—	—	—
Subtotal											
Approved 2005/06	—	—	—	1	—	1	—	**2**	—	—	**2**
Proposed 2006/07	—	—	—	1	—	1	—	**2**	—	—	**2**
Net change	—	—	—	—	—	—	—	—	—	—	—
Civil Affairs Office											
Headquarters											
Approved 2005/06	—	—	1	3	—	2	—	**6**	2	—	**8**
Proposed 2006/07	—	1	1	3	—	2	—	**7**	6	—	**13**
Net change	—	**1**	—	—	—	—	—	**1**	**4**	—	**5**
Field											
Approved 2005/06	—	—	4	14	—	4	—	**22**	16	4	**42**
Proposed 2006/07	—	—	4	14	—	—	—	**18**	22	4	**44**
Net change	—	—	—	—	—	**(4)**	—	**(4)**	**6**	—	**2**
Subtotal											
Approved 2005/06	—	—	5	17	—	6	—	**28**	18	4	**50**
Proposed 2006/07	—	1	5	17	—	2	—	**25**	28	4	**57**
Net change[c]	—	**1**	—	—	—	**(4)**	—	**(3)**	**10**	—	**7**
Gender Issues Section											
Headquarters											
Approved 2005/06	—	—	1	1	—	1	—	**3**	3	2	**8**
Proposed 2006/07	—	—	1	1	—	1	—	**3**	3	2	**8**
Net change	—	—	—	—	—	—	—	—	—	—	—
Field											
Approved 2005/06	—	—	1	—	—	—	—	**1**	—	—	**1**
Proposed 2006/07	—	—	1	—	—	—	—	**1**	—	—	**1**
Net change	—	—	—	—	—	—	—	—	—	—	—
Subtotal											
Approved 2005/06	—	—	2	1	—	1	—	**4**	3	2	**9**
Proposed 2006/07	—	—	2	1	—	1	—	**4**	3	2	**9**
Net change	—	—	—	—	—	—	—	—	—	—	—

III. Civilian staff	*International staff*										
	USG-ASG	*D-2-D-1*	*P-5-P-4*	*P-3-P-1*	*Field Service*	*General Service*	*Security Service*	**Subtotal**	*National staff*[a]	*United Nations Volunteers*	**Total**
Headquarters											
Approved 2005/06	—	—	1	—	—	—	—	1	1	2	4
Proposed 2006/07	—	—	1	—	—	—	—	1	2	1	4
Net change	—	—	—	—	—	—	—	—	1	(1)	—
Field											
Approved 2005/06	—	—	—	—	—	—	—	—	—	—	—
Proposed 2006/07	—	—	—	—	—	—	—	—	3	—	3
Net change	—	—	—	—	—	—	—	—	3	—	3
Subtotal											
Approved 2005/06	—	—	1	—	—	—	—	1	1	2	4
Proposed 2006/07	—	—	1	—	—	—	—	1	5	1	7
Net change	—	—	—	—	—	—	—	—	4	(1)	3
Subtotal, civilian staff											
Approved 2005/06	—	1	18	57	—	19	—	95	65	32	192
Proposed 2006/07	—	2	18	60	—	15	—	95	86	38	219
Net change	—	1	—	3	—	(4)	—	—	21	6	27
Grand total (I-III)											
Approved 2005/06											192
Proposed 2006/07											219
Net change											27

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[a] Includes national officers and national General Service staff.

[b] Reflects the retention for the period from 1 July 2006 to 30 April 2007 of 10 general temporary assistance positions (3 P-2 and 7 national staff, including 2 national officers) and seven additional United Nations Volunteers positions authorized by General Assembly resolution 60/121 for the support of elections.

[c] Includes six national officer posts to be converted from general temporary assistance positions authorized by General Assembly resolution 60/121 for the expansion of the Mission.

43. During the budget period, the Mission would expand its assistance to the Government and national institutions with a view to facilitating the transition from conflict-driven relief efforts to post-crisis recovery and sustainable development, in particular through the coordination of the United Nations post-transition peacebuilding activities and the mobilization of donor resources in support of the transition. In this connection, it is proposed to establish a Civil Affairs Office at MONUC, headed by a Chief at the D-1 level, which would subsume the staff of the Humanitarian Affairs Section (see under the respective heading below).

44. A net increase in the staffing establishment attributed to frameworks component 3, civil affairs and human rights, is due to the proposed establishment of one D-1 post (Head of the Civil Affairs Office), the conversion to posts of six

national officer general temporary assistance positions in the Civil Affairs Office and the retention for the 10-month period from 1 July 2006 to 30 April 2007 of 10 general temporary assistance positions and seven additional United Nations Volunteers positions authorized by General Assembly resolution 60/121 for the Human Rights Office, offset by the decrease of the staffing establishment of the Civil Affairs Office by four international General Service (Other level) posts and a decrease by one United Nations Volunteer position in the HIV/AIDS Unit, as explained below.

Human Rights Office

Justification

45. During the local electoral process period, the Mission would expand its support to the Government of the Democratic Republic of the Congo and local government authorities in order to assist them in addressing human rights concerns and election-related human rights violations and abuses. It is proposed in this connection to strengthen the staffing establishment of the Human Rights Office through the retention for the 10-month period from 1 July 2006 to 30 April 2007 of 10 general temporary assistance positions (3 P-2 and 7 national staff, including 2 national officers) and seven United Nations Volunteers temporary positions authorized by General Assembly resolution 60/121 for the support of elections, as described below.

46. It is proposed to deploy at the Mission headquarters in Kinshasa one Human Rights Officer (national officer) who would be responsible for researching, monitoring and documenting election-related human rights violations, producing weekly briefing notes and providing political and social background analysis and information to the Special Investigations Unit of the Office.

47. To strengthen the Mission's monitoring capacity in the field before and during the elections, it is also proposed to deploy 11 Human Rights Officers (3 P-2, 1 national officer and 7 United Nations Volunteers) and five Human Rights Assistants (national General Service staff) in the Matadi, Gbadolite, Lubumbashi, Mbuji-Mayi, Kikwit, Kisangani and Kinshasa field offices. The incumbents of these temporary positions would be responsible for the monitoring of the human rights situation and reporting instances of human rights violations during the electoral process, instances of harassment of the local population by local militia factions, conducting visits to prisons and detention facilities, organization of discussion forums to diffuse tensions, and participating in human rights violations and abuses investigation missions.

Civil Affairs Office

Justification

48. As indicated in paragraph 43 above, it is proposed to establish in MONUC a Civil Affairs Office which would subsume the staff of the Humanitarian Affairs Section. The Office would: facilitate the formulation of provincial strategic transition plans and the participation in the transitional and developmental activities of relevant government ministries; identify prospects for reintegration of the displaced populations; coordinate the mobilization of funds for the rebuilding of

livelihoods and mobilize additional internal and external development capacity; coordinate activities of the key components of the integrated Mission including the Office for Coordination of Humanitarian Assistance and the United Nations country team; formulate, coordinate and monitor implementation of the provincial and district recovery strategies and support government institutions; coordinate the execution of high-impact programmes on rural development, social services, rule of law, national dialogue, civil affairs aspects of the reinsertion and de-mining programmes; and facilitate the strengthening of the capacity of local governments.

49. The Civil Affairs Office would be headed by a Chief of the Office (D-1) who would be responsible for: the formulation and coordination of the provincial and district recovery strategies; encouraging increased humanitarian intervention; coordinating with the military command structures and overseeing the organization of the military escorts for humanitarian personnel and partners in insecure areas to ensure their protection; negotiating access for the delivery of humanitarian assistance to displaced and other vulnerable populations and refugees; assisting, in conjunction with UNHCR, OCHA and UNDP, in the formulation of specific return and reintegration national and local projects and programmes; mobilizing resources and supporting the international community, NGOs and the efforts of other partners to improve physical access to remote areas. The incumbent will also coordinate with the Division of Administration the logistical support to humanitarian organizations of the United Nations system, non-governmental and international organizations and institutions for the delivery of humanitarian assistance on a space-available basis and make recommendations for quick-impact projects aimed at the rehabilitation of local infrastructure.

50. To accommodate the position of the Chief of the Civil Affairs Office, it is proposed to establish a D-1 post. The Chief of the Office would be assisted in carrying out his/her responsibilities by a Deputy whose position would be accommodated through the utilization of the approved P-5 post (ex-Humanitarian Affairs Section).

51. To strengthen the civil affairs field offices, it is proposed to establish six additional Humanitarian Affairs Officer (national officers) posts (to be converted from general temporary assistance positions authorized in General Assembly resolution 60/121 for the expansion of MONUC), the incumbents of which would be deployed to Goma, Kisangani, Kananga, Bukavu, Kalemie and Butembo. The establishment of these national staff posts would also contribute to the national humanitarian development capacity-building. Upon review of the functions of four international Administrative Assistants (General Service (Other level)), the Mission determined that these functions can be performed by national staff. It is proposed accordingly to establish four additional national General Service staff posts to replace four international General Service (Other level) posts.

HIV/AIDS Unit

Justification

52. The HIV/AIDS Unit is responsible for the implementation of ongoing HIV awareness and prevention programmes among the Mission's uniformed and civilian peacekeeping personnel, coordination with the United Nations agencies, funds and programmes present in the Democratic Republic of the Congo and provision of the

advisory assistance to the relevant national and local institutions on HIV/AIDS issues.

53. In connection with the deployment of the additional military and United Nations police personnel and the increase in the staffing establishment of the Mission, as well as to contribute to national capacity-building, it is proposed to strengthen the HIV/AIDS Unit through the establishment of four additional national officer posts.

54. The incumbent of one post would be deployed to the Mission headquarters in Kinshasa in order to assist in the coordination of the HIV/AIDS awareness and prevention programmes mission-wide and would be responsible for maintaining liaison with the United Nations agencies, funds and programmes, national organizations and NGOs present in the country. The incumbents of the three posts would be deployed to Goma, Bukavu and Bunia and would be responsible for the implementation of training programmes for the Mission's uniformed and civilian personnel, in particular, national staff, and the conduct of outreach programmes for the local population and the national police. The staffing establishment of the Unit would be reduced by one United Nations Volunteer position.

Component 4: support

Expected accomplishment	*Indicators of achievement*
4.1 Effective and efficient logistical, administrative and security support to the Mission	4.1.1 Reduction in the lead time between approval of requisitions and issuance of contracts (2004/05: 90 days for 79 per cent of procurement cases; 2005/06: 120 days for 80 per cent of cases; 2006/07: 90 days for 90 per cent of cases)
	4.1.2 15 per cent reduction in the number of traffic accidents/incidents per month (2004/05: 121; 2005/06: 103; 2006/07: 88)
	4.1.3 Reduction to 2 per cent of communications and information technology services downtime (2004/05: 2 per cent; 2005/06: 3 per cent; 2006/07: 2 per cent)
	4.1.4 95 per cent availability of light vehicles (2004/05: 75 per cent; 2005/06: 80 per cent; 2006/07: 95 per cent)
	4.1.5 20 per cent reduction in the average daily consumption of fuel per vehicle (2004/05: 10 litres; 2005/06: 10 litres; 2006/07: 8 litres)
	4.1.6 Completion of disposal of written-off equipment within three months of approval
	4.1.7 5 per cent reduction of the inventory value of assets held in stock over 12 months through their issuance to users (2004/05: 0 per cent; 2005/06: 0 per cent)

Outputs

Service improvements

- Training of 44 procurement staff and requisition officers in procurement and requisitions processing and improved coordination of procurement actions
- Briefings and training courses on safe driving for all military, police and civilian personnel authorized to drive United Nations-owned vehicles
- Development of a consolidated network management system console for fault detection and correction and configuration as well as performance, accounting and security management
- Establishment and operation of an additional transport service centre for a total of 19 centres in 19 locations
- Improved fuel management through installation of CarLog systems in the additional 336 light vehicles
- Consolidation of inventory monitoring and stock management functions through the establishment of a Property Management Section
- Disposal of 4,000 written-off non-expendable equipment items and expendable assets with the estimated inventory value of $5.5 million

Military, United Nations police and civilian personnel

- Emplacement, rotation and repatriation of 16,115 military contingent personnel, 760 military observers, 391 United Nations police officers and 750 formed police personnel
- Inspection and verification of contingent-owned equipment and self-sustainment in respect of 16,115 contingent and 750 formed police personnel
- Storage and supply of 24,160 tons of fresh rations, 449,790 combat rations and 0.68 million bottles of water for 16,115 contingent and 750 formed police personnel in 16 major locations
- Administration of 1,122 international staff, 2,189 national staff and 604 United Nations Volunteers
- Implementation of a conduct and discipline programme for all military, police and civilian personnel including training, prevention, monitoring and disciplinary action
- Development of a database for the registration and follow-up of cases of personnel misconduct and maintenance of a hotline for complaints

Facilities and infrastructure

- Rental and maintenance of 121 premises in 31 locations
- Operation and maintenance of 824 generators in 18 locations, storage and supply of 12 million litres of diesel fuel
- Operation and maintenance of nine United Nations-owned water bottling plants, 19 water purification plants and six contingent-owned water purification plants in nine locations
- Maintenance and repair of 12 bridges and 36 culverts in Ituri and North Kivu
- Construction of five helicopter landing pads and maintenance of 35 helicopter landing pads in 11 locations

- Upgrading and maintenance of 10 airfields in 10 locations
- Storage and supply of 1.7 million litres of bottled water for 3,915 civilian personnel in 31 locations

Ground transportation

- Operation and maintenance of 1,453 light vehicles, 472 heavy and special vehicles, 221 medium vehicles in 31 locations, storage and supply of 12.6 million litres of diesel fuel

Air transportation

- Operation and maintenance of a fleet of 71 aircraft (24 fixed-wing and 47 helicopters, including 28 military helicopters) and storage and supply of 85.9 million litres of aviation fuel
- Management of four commercial airfield services contracts and four memorandums of understanding with troop-contributing countries for the provision of airfield services at 16 airfields
- Management of up to five additional temporary airfields in support of the Mission's mandated activities
- Transportation of 169,500 passengers and 42,600 tons of cargo
- Transportation of 6,500 passengers and 750 tons of humanitarian cargo on space available basis

Naval transportation

- Management of contracts for the rental of six military pushers/barges and seven military speedboats, storage and supply of 1.1 million litres of diesel fuel
- Transportation of 2,000 tons of cargo by inland waterways

Communications

- Operation and maintenance of 79 very small aperture terminals (VSAT) systems at 61 locations
- Operation and maintenance of 102 telephone exchanges for 22,885 users (16,115 contingent personnel, 760 military observers, 391 United Nations police officers, 750 formed police personnel, 3,915 civilian personnel and 954 contractors)
- Operation, support and maintenance of 186 repeaters and transmitters, 99 microwave links, 12 radio studios and three relays, as well as one Global System for Mobile Communications (GSM) network and the development of a microwave network in Goma
- Operation and maintenance of 28 radio transmitters

Information technology

- Support and maintenance of 3,955 desktop computers, 360 servers, 1,091 laptop computers, 4,239 monitors, 2,120 printers and 451 digital senders in 31 locations
- Operation and maintenance of wide-area networks supporting an average of 5,900 users
- Production and distribution of 10,000 Geographical Information System (GIS) maps in print and electronically in five locations and creation of 60 new GIS maps
- Conduct of 10 global positioning system (GPS)/GIS field survey missions in five locations

Medical

- Operation and maintenance of 51 level I clinics, including 41 contingent-owned clinics, two level II and one level III medical facilities, two emergency and first aid stations (Kinshasa and Entebbe, Uganda); management of contracts with one level II/III hospital in Kinshasa and two level IV hospitals in Pretoria and Nairobi
- 391 aeromedical evacuations
- Operation and maintenance of voluntary, confidential HIV counselling and testing for all personnel
- HIV sensitization programme for all new military, police and civilian personnel, including peer education

Security

- 500 investigation reports on traffic accidents, theft of MONUC property, burglaries and loss of identification documents
- Update of security evacuation plans in 11 locations
- Daily security situation summaries, monthly Mission-wide security risk management assessments and security alerts
- Provision of site security in all locations
- Baggage handling/security checks for approximately 14,100 MONUC passengers a month at 16 airports
- 24-hours a day 7-days a week firefighting capacity in Kinshasa, Kisangani and Bukavu
- 144 monthly reports and 624 weekly reports from 12 sites on the security situation; 4 quarterly reports on the Mission-wide security situation
- Induction security training and primary fire training/drills for all new MONUC staff, firefighting refresher courses for all staff every two months and specialized training for security staff, including in close protection, unarmed combat, pistol firing and first aid.

External factors

Parties will allow freedom of movement of staff and operational resources; vendors/contractors/suppliers will deliver goods, services and supplies as contracted

55. The proposed increases in the staffing establishment attributed to the frameworks component 4, support, shown in table 6 are due to the increased administrative, logistical, technical and security support requirements stemming from the full deployment of the Mission's authorized military and United Nations police personnel, including formed police units, in particular in the eastern part of the country, and take into account the wide geographical dispersion of locations where MONUC has established its presence, the lack or dilapidated state of road, river and air transportation, communications, information technology, accommodation and medical infrastructure in the interior of the country, as well as the prevailing security situation.

56. During the 2006/07 period, the Mission would provide support to the Eastern Division, comprising three brigade-strong military contingents and two battalions involved in area control operations and two formed police units deployed in

Province Orientale, Katanga, North and South Kivus and the Ituri district; the Western Brigade, comprising a guard battalion and a reserve battalion, four formed police units deployed in Kinshasa, as well as military observers and United Nations police officers deployed throughout the country.

57. As shown in table 5, with the deployment of the Mission's military, United Nations police and substantive staff concentrated in the east of the Democratic Republic of the Congo, the proposed staffing establishment of the support component would provide for the deployment in the eastern region of the country of 1,621 support personnel (277 international, 1,103 national staff and 241 United Nations Volunteers) representing 52.7 per cent of the proposed total of 3,075 support personnel (771 international, 1,851 national staff and 453 United Nations Volunteers).

Table 5
Distribution of human resources by region

	Military observers	*Military contingents*	*Civilian police*	*Formed police*	*Substantive*	*Support*[a]	*Total*
Western region[b]							
Headquarters							
Approved 2005/06	278	1 655	50	125	289	744	**3 141**
Proposed 2006/07[c]	177	—	50	—	306	516	**1 049**
Net change	**(101)**	**(1 655)**	—	**(125)**	**17**	**(228)**	**(2 092)**
Field							
Approved 2005/06	43	136	64	125	120	233	**721**
Proposed 2006/07[d]	144	1 978	198	500	137	702	**3 659**
Net change	**101**	**1 842**	**134**	**375**	**17**	**469**	**2 938**
Eastern region[e]							
Field							
Approved 2005/06	433	14 024	277	375	359	1 005	**16 473**
Proposed 2006/07	433	14 137	143	250	370	1 621	**16 954**
Net change	—	**113**	**(134)**	**(125)**	**11**	**616**	**481**
Entebbe logistics hub							
Field							
Approved 2005/06	—	—	—	—	—	—	—
Proposed 2006/07	—	—	—	—	—	194	**194**
Net change	—	—	—	—	—	**194**	**194**

	Military observers	*Military contingents*	*Civilian police,*	*Formed police*	*Substantive*	*Support*[a]	***Total***
Liaison offices[f]							
Field							
Approved 2005/06	6	—	—	—	27	53	**86**
Proposed 2006/07	6	—	—	—	27	42	**75**
Net change	—	—	—	—	—	**(11)**	**(11)**
Total							
Headquarters							
Approved 2005/06	278	1 655	50	125	289	744	**3 141**
Proposed 2006/07	177	—	50	—	306	516	**1 049**
Net change	**(101)**	**(1 655)**	—	**(125)**	**17**	**(228)**	**(2 092)**
Field							
Approved 2005/06	482	14 160	341	500	506	1 291	**17 280**
Proposed 2006/07	583	16 115	341	750	534	2 559	**20 882**
Net change	**101**	**1 955**	—	**250**	**28**	**1 268**	**3 602**
Grand total							
Approved 2005/06	760	15 815	391	625	795	2 035	**20 421**
Proposed 2006/07	760	16 115	391	750	840	3 075	**21 931**
Net change	—	**300**	—	**125**	**45**	**1 040**	**1 510**

[a] Includes the Division of Administration, the Security and Safety Section and the Conduct and Discipline Team.

[b] Includes Kinshasa, Bas-Congo, Bandundu and Equateur provinces.

[c] Reflects redistribution of support arrangements between Mission headquarters and the Kinshasa regional and field offices.

[d] Includes 101 military observers, 1,655 military contingents, 91 United Nations police and 250 formed police units supported by the Kinshasa Field Administrative Office.

[e] Includes Kasai Oriental, Kasai Occidental, Province Orientale, North Kivu, South Kivu, Maniema and Katanga provinces.

[f] Includes Kampala, Kigali, Bujumbura and Pretoria.

58. The proposed staffing establishment of the support component reflects the restructuring of the Division of Administration as summarized in paragraphs 59 to 65 and further detailed in paragraphs 66 to 129 below. The proposed increases in staffing requirements represent the conversion to posts of 103 international and 579 national staff general temporary assistance positions and the retention of 48 additional United Nations Volunteers positions authorized by the General Assembly in its resolution 60/121 for the 2005/06 period. In view of the across-the-board reconfiguration of the civilian support establishment, the budget provides the full rejustification of the support component staffing requirements, with information on the general temporary assistance positions and additional United Nations Volunteers positions authorized by Assembly resolution 60/121 provided for reference purposes.

Table 6
Human resources: component 4, support

Category	***Total***
I. Military observers	
Approved 2005/06	—
Proposed 2006/07	—
Net change	—
II. Military contingents	
Approved 2005/06	1 932
Proposed 2006/07	1 932
Net change	—

	International staff										
III. Civilian staff	*USG-ASG*	*D-2-D-1*	*P-5-P-4*	*P-3-P-1*	*Field Service*	*General Service*	*Security Service*	***Subtotal***	*National staff*[a]	*United Nations Volunteers*	***Total***
Conduct and Discipline Team											
Headquarters											
Approved 2005/06[b]	—	1	3	3	1	1	—	**9**	5	—	**14**
Proposed 2006/07[b]	—	1	3	3	1	1	—	**9**	5	—	**14**
Net change	—	—	—	—	—	—	—	—	—	—	—
Office of the Director of Administration[c]											
Headquarters											
Approved 2005/06	—	1	7	9	3	5	—	**25**	7	11	**43**
Proposed 2006/07	—	1	5	5	3	2	—	**16**	8	—	**24**
Net change	—	—	**(2)**	**(4)**	—	**(3)**	—	**(9)**	**1**	**(11)**	**(19)**
Field											
Approved 2005/06	—	—	—	5	5	—	—	**10**	—	—	**10**
Proposed 2006/07	—	—	—	5	3	1	—	**9**	2	1	**12**
Net change	—	—	—	—	**(2)**	**1**	—	**(1)**	**2**	**1**	**2**
Subtotal											
Approved 2005/06	—	1	7	14	8	5	—	**35**	7	11	**53**
Proposed 2006/07	—	1	5	10	6	3	—	**25**	10	1	**36**
Net change	—	—	**(2)**	**(4)**	**(2)**	**(2)**	—	**(10)**	**3**	**(10)**	**(17)**

III. Civilian staff	*International staff*										
	USG-ASG	*D-2-D-1*	*P-5-P-4*	*P-3-P-1*	*Field Service*	*General Service*	*Security Service*	***Subtotal***	*National staff*[a]	*United Nations Volunteers*	***Total***
Office of the Deputy Director of Administration											
Headquarters											
Approved 2005/06	—	—	—	—	—	—	—	—	—	—	—
Proposed 2006/07	—	1	2	8	14	3	—	**28**	12	10	**50**
Net change	**—**	**1**	**2**	**8**	**14**	**3**	**—**	**28**	**12**	**10**	**50**
Field											
Approved 2005/06	—	1	8	7	4	12	—	**32**	18	3	**53**
Proposed 2006/07	—	—	9	8	25	14	—	**56**	437	7	**500**
Net change	**—**	**(1)**	**1**	**1**	**21**	**2**	**—**	**24**	**419**	**4**	**447**
Subtotal											
Approved 2005/06	—	1	8	7	4	12	—	**32**	18	3	**53**
Proposed 2006/07	—	1	11	16	39	17	—	**84**	449	17	**550**
Net change[d]	**—**	**—**	**3**	**9**	**35**	**5**	**—**	**52**	**431**	**14**	**497**
Administrative Services											
Headquarters											
Approved 2005/06	—	1	14	27	49	15	—	**106**	79	37	**222**
Proposed 2006/07	—	1	10	24	34	15	—	**84**	36	25	**145**
Net change	**—**	**—**	**(4)**	**(3)**	**(15)**	**—**	**—**	**(22)**	**(43)**	**(12)**	**(77)**
Field											
Approved 2005/06	—	—	2	18	21	28	—	**69**	140	51	**260**
Proposed 2006/07	—	—	2	16	17	10	—	**45**	98	30	**173**
Net change	**—**	**—**	**—**	**(2)**	**(4)**	**(18)**	**—**	**(24)**	**(42)**	**(21)**	**(87)**
Subtotal											
Approved 2005/06	—	1	16	45	70	43	—	**175**	219	88	**482**
Proposed 2006/07[e]	—	1	12	40	51	25	—	**129**	134	55	**318**
Net change	**—**	**—**	**(4)**	**(5)**	**(19)**	**(18)**	**—**	**(46)**	**(85)**	**(33)**	**(164)**
Integrated Support Services											
Headquarters											
Approved 2005/06	—	1	15	19	62	17	—	**114**	183	92	**389**
Proposed 2006/07	—	1	19	26	38	10	—	**94**	41	34	**169**
Net change	**—**	**—**	**4**	**7**	**(24)**	**(7)**	**—**	**(20)**	**(142)**	**(58)**	**(220)**

III. Civilian staff	*International staff*										
	USG-ASG	*D-2-D-1*	*P-5-P-4*	*P-3-P-1*	*Field Service*	*General Service*	*Security Service*	**Subtotal**	*National staff*[e]	*United Nations Volunteers*	**Total**
Field											
Approved 2005/06	—	—	2	49	86	47	—	**184**	474	166	**824**
Proposed 2006/07	—	—	3	56	189	65	—	**313**	979	341	**1 633**
Net change	**—**	**—**	**1**	**7**	**103**	**18**	**—**	**129**	**505**	**175**	**809**
Subtotal											
Approved 2005/06	—	1	17	68	148	64	—	**298**	657	258	**1 213**
Proposed 2006/07	—	1	22	82	227	75	—	**407**	1 020	375	**1 802**
Net change[f]	**—**	**—**	**5**	**14**	**79**	**11**	**—**	**109**	**363**	**117**	**589**
Subtotal, Division of Administration											
Approved 2005/06	—	4	48	134	230	124	—	**540**	901	360	**1 801**
Proposed 2006/07	—	4	50	148	323	120	—	**645**	1 613	448	**2 706**
Net change	**—**	**—**	**2**	**14**	**93**	**(4)**	**—**	**105**	**712**	**88**	**905**
Security and Safety Section											
Headquarters											
Approved 2005/06	—	—	3	5	30	3	—	**41**	32	3	**76**
Proposed 2006/07	—	—	4	7	41	3	—	**55**	56	3	**114**
Net change	**—**	**—**	**1**	**2**	**11**	**—**	**—**	**14**	**24**	**—**	**38**
Field											
Approved 2005/06	—	—	—	6	28	10	—	**44**	100	—	**144**
Proposed 2006/07	—	—	—	6	45	11	—	**62**	177	2	**241**
Net change	**—**	**—**	**—**	**—**	**17**	**1**	**—**	**18**	**77**	**2**	**97**
Subtotal											
Approved 2005/06	—	—	3	11	58	13	—	**85**	132	3	**220**
Proposed 2006/07	—	—	4	13	86	14	—	**117**	233	5	**355**
Net change[g]	**—**	**—**	**1**	**2**	**28**	**1**	**—**	**32**	**101**	**2**	**135**
Subtotal, civilian staff											
Approved 2005/06	—	5	54	148	289	138	—	**634**	1 038	363	**2 035**
Proposed 2006/07	—	5	57	164	410	135	—	**771**	1 851	453	**3 075**
Net change	**—**	**—**	**3**	**16**	**121**	**(3)**	**—**	**137**	**813**	**90**	**1 040**

	International staff										
III. Civilian staff	*USG-ASG*	*D-2-D-1*	*P-5-P-4*	*P-3-P-1*	*Field Service*	*General Service*	*Security Service*	**Subtotal**	*National staff*[a]	*United Nations Volunteers*	**Total**
Grand total (I-III)											
Approved 2005/06											**3 967**
Proposed 2006/07											**5 007**
Net change											**1 040**

[a] Includes national officers and national General Service staff.

[b] Includes the immediate Office of the Director of Administration, the Budget and Cost Control Section, the Aviation Safety Unit and the Administrative Coordination Unit.

[c] Includes 14 temporary positions funded under general temporary assistance (1 D-1, 1 P-5, 2 P-4, 3 P-3, 1 Field Service, 1 General Service (Other level) and 5 national staff, including 2 national officers).

[d] Includes 406 posts (5 Field Service and 401 national General Service staff) to be converted from general temporary assistance positions authorized by General Assembly resolution 60/121.

[e] Includes 32 posts (4 P-3, 1 P-2, 14 Field Service and 13 national staff, including 2 national officers) to be converted from general temporary assistance positions authorized by General Assembly resolution 60/121.

[f] Includes 158 posts (3 P-3, 1 P-2, 42 Field Service, 2 General Service (Other level) and 110 national staff, including 5 national officers) to be converted from general temporary assistance positions, and 46 additional United Nations Volunteers positions authorized by General Assembly resolution 60/121.

[g] Includes 86 posts (1 P-4, 2 P-2, 27 Field Service, 1 General Service (Principal level) and 55 national General Service staff) to be converted from general temporary assistance positions, and 2 additional United Nations Volunteers positions authorized by General Assembly resolution 60/121.

Division of Administration

59. Pursuant to General Assembly resolution 60/121, the Mission undertook a review of the organizational structure of the Division of Administration, which took into account the conclusions and recommendations of the independent review by a consultancy firm, and conducted a post-by-post reassessment of the Division's staffing requirements. The results of the review are summarized in paragraphs 60 to 65 below.

60. With a view to improving client focus, ensuring better use of specialist services from the planning of administrative, logistical and technical support tasks to their execution and delineating authority and responsibilities between the Mission headquarters and the field, the Division of Administration would reflect a three-tier structure comprising Mission headquarters, regional and field administrative offices.

61. The Mission headquarters in Kinshasa would provide the overall management and direction of all support activities and strategic policy guidance to the regional and field offices, develop the high-level short, medium and long-term plans for administrative, logistical and technical support, determine resource requirements and prioritize their utilization in the quickly changing Mission support environment. The Mission headquarters would retain its primary role of providing centralized coordination and support services that cannot, for efficiency reasons or by virtue of their specialist nature, be provided in the field, including overall oversight and coordination of all administrative and logistical activities throughout the Mission area, Mission-wide air operations management and flight following, passenger and cargo movement control and scheduling, operation of Mission-wide communications and information technology networks, maintenance of Mission

accounts, banking operations and payroll and the coordination of medical services in the field, of international personnel management activities and of procurement activities throughout the Mission area, as well as central management of complex multimillion dollar contracts, with authority for the coordination of regional support and responsibility for the direct provision of services assigned to the field.

62. The regional administrative offices would report to the Director of Administration through the Deputy Director of Administration and would be responsible for the planning, coordination and oversight of the administrative, logistical and technical services in the regions, the provision of operational guidance to the field offices under their purview, the monitoring of the efficient use of resources and the forecasting of operational requirements. The devolution of authority to the regional level is intended to improve efficiency and responsiveness to meeting the operational support requirements of the client base (military, United Nations police and substantive personnel), with the main focus on the improvement of delivery of support to clients. Accordingly, the Division of Administration would establish three regional administrative offices in the following locations: Kinshasa, covering eight field administrative offices in the western region, including the Kinshasa field administrative office; Bunia (eight field administrative offices) and Bukavu (eight field administrative offices) covering the eastern region.

63. The Mission's regional administrative office in Kinshasa and the field administrative offices under its purview would be responsible for the provision of support to the military personnel deployed in Kinshasa, constituting the Western Brigade (guard battalion and a reserve battalion), Force and Western Brigade headquarters, four formed police units, United Nations police and military observer team sites in the west of the country. Support to the Eastern Division headquarters established in Kisangani and the military personnel deployed in Kisangani, the Ituri region (Bunia), North and South Kivus (Goma and Bukavu, respectively) and Katanga (Kalemie), comprising three brigade-strong military contingents and two battalions for area control operations, two formed police units, United Nations police officers and military observer team sites in the east of the country, would be provided from the Mission's regional administrative offices at Bunia and Bukavu and the field offices under their purview.

64. The field administrative offices established in 24 locations throughout the mission area would report to the respective regional administrative offices and would be responsible for the determination of operational requirements, the efficient utilization of approved resources and the direct provision of day-to-day administrative, technical and logistical support to the Mission's military, United Nations police and substantive personnel deployed in the areas under their responsibility.

65. For reasons of operational efficiency, the restructuring of the Division of Administration reflects a change in responsibilities of the Deputy Director of Administration and the disbanding of the General Services Section with its staff and the staff of the Contracts Management Section redistributed among other organizational units within the Division. The Contracts Management Unit (formerly Contracts Management Section) and the Facilities and Camp Management Services Unit previously included under Administrative Services would report to the Deputy Director of Administration and the Chief of Integrated Support Services, respectively. The Military Planning, Support and Liaison Section and the Mission

Support Planning Unit, previously reporting to the Director of Administration, would be integrated into the Mission Support Centre under Integrated Support Services. In order to improve efficiency of the delivery of services to its personnel deployed in the east of the country, the Mission would expand a logistics hub in Entebbe, Uganda, while maintaining a logistics base in Kinshasa, which would provide support services to personnel deployed in Kinshasa and the western region of the Democratic Republic of the Congo.

66. The Division of Administration would be headed by a Director, assisted by a Deputy Director and would comprise the Offices of the Director and Deputy Director, Administrative Services and Integrated Support Services. The proposed staffing establishment of the Division of Administration would include 2,258 posts (645 international and 1,613 national) and 448 United Nations Volunteers positions, representing an increase of 821 posts (2 P-4, 9 P-3, 5 P-2 and 93 Field Service, 712 national staff, including 25 national officers) and 88 United Nations Volunteer positions offset by a decrease of four General Service (Other level) posts. From the proposed increase, 596 posts would be accommodated through the conversion from the general temporary assistance positions and the retention of 46 additional United Nations Volunteers positions authorized in General Assembly resolution 60/121 for the 2005/06 period.

67. Of the total proposed staffing establishment of the Division of Administration comprising 2,258 posts (645 international and 1,613 national) and 448 United Nations Volunteers positions, incumbents of 1,211 posts (233 international and 978 national) and 239 United Nations Volunteers positions representing 53.6 per cent of the total proposed staffing establishment would be deployed in the east of the country, with incumbents of 865 posts (354 international and 511 national) and 173 United Nations Volunteers positions, representing 38.4 per cent of the total, in the west of the Democratic Republic of the Congo, including at the Mission headquarters in Kinshasa and the Kinshasa regional and field offices, 157 staff (54 international and 103 national) and 30 United Nations Volunteers, representing 6.9 per cent of the total, at the Entebbe logistics hub and 25 staff (4 international and 21 national) and six United Nations Volunteers representing 1.1 per cent of the total, at the Mission's administrative offices in Kigali, Kampala and Pretoria.

68. The 2006/07 staffing establishment of the Division of Administration includes 395 national General Service staff posts to be converted from general temporary assistance positions authorized in General Assembly resolution 60/121 in order to accommodate the requirement for the translation and interpretation services in support of the Mission's military and United Nations police personnel deployed throughout the mission area. The proposed strength of the Translators/Interpreters establishment reflects the approximate 40:1 ratio of military and United Nations police personnel to Translators/Interpreters established on the basis of the Mission's experience. The incumbents of the proposed 395 posts would provide interpretation and translation from/to national languages (Swahili (in the eastern part of the Democratic Republic of the Congo), Lingala and Chiluba), English and French, accompany the Mission's personnel in the high-risk cordon-and-search operations and daily mobile and foot patrols, assist military personnel deployed at checkpoints and facilitate contacts between the Mission's military and United Nations police personnel and local population and community leaders in remote locations. The proposed conversion is based on the continuing full-time core nature of these functions and takes into account the unavailability of the local contractual capacity

to cover this requirement. The incumbents of the 367 proposed posts would be deployed in the east of the Democratic Republic of the Congo, with 27 deployed in the west of the country and one to the field administrative office in Kigali.

Office of the Director of Administration[a]

	International staff										
Civilian staff	*USG-ASG*	*D-2-D-1*	*P-5-P-4*	*P-3-P-1*	*Field Service*	*General Service*	*Security Service*	***Subtotal***	*National staff*[b]	*United Nations Volunteers*	***Total***
Approved 2005/06	—	1	7	9	3	5	—	**25**	7	11	**43**
Proposed 2006/07	—	1	5	5	3	2	—	**16**	8	—	**24**
Net change	—	—	**(2)**	**(4)**	—	**(3)**	—	**(9)**	**1**	**(11)**	**(19)**
Field											
Approved 2005/06	—	—	—	5	5	—	—	**10**	—	—	**10**
Proposed 2006/07	—	—	—	5	3	1	—	**9**	2	1	**12**
Net change	—	—	—	—	**(2)**	**1**	—	**(1)**	**2**	**1**	**2**
Total											
Approved 2005/06	—	1	7	14	8	5	—	**35**	7	11	**53**
Proposed 2006/07	—	1	5	10	6	3	—	**25**	10	1	**36**
Net change	—	—	**(2)**	**(4)**	**(2)**	**(2)**	—	**(10)**	**3**	**(10)**	**(17)**

[a] Includes the immediate Office of the Director of Administration, the Budget and Cost Control Section, the Aviation Safety Unit and the Administrative Coordination Unit.

[b] Includes national officers and national General Service staff.

Justification

69. The immediate office of the Director of Administration located at Mission headquarters in Kinshasa would comprise five international staff and three national staff responsible for the direct support to the Director of Administration, including two Administrative Officers (P-4), one Secretary (Field Service), one Administrative Assistant (General Service (Other level)) and two drivers (national General Service staff). Compared to the 2005/06 period, the staffing establishment of the Section would reflect an increase by one national officer post (Interpreter/Translator), who would provide translation and interpretation services from/to English and French to the Director of Administration, offset by a decrease of five international staff, two national General Service staff and seven United Nations Volunteers. The Director of Administration would supervise and oversee the Budget and Cost Control Section, the Aviation Safety Unit and the Administrative Coordination Unit.

70. The Budget and Cost Control Section would be headed by a Chief Budget Officer (P-5), who would manage the Section and formulate the Mission's budget proposals, monitor budget implementation, administer allotments and prepare budget performance reports. The Section would also comprise three Budget Officers (1 P-4 and 2 P-3), one Budget Assistant (General Service (Other level)), one Budget

Clerk (national General Service staff) and one Secretary (national General Service staff), all at Mission headquarters. In order to establish a budget and cost control capacity at the Entebbe logistics hub, the Section would deploy two Budget Assistants to Entebbe (1 General Service (Other level) and 1 United Nations Volunteer). Compared to the 2005/06 period, the staffing establishment of the Section reflects an increase by one national officer post (Budget Assistant) offset by a decrease of one United Nations Volunteer position, the incumbent of which has been performing these functions.

71. The Aviation Safety Unit would be headed by a Chief Aviation Safety Officer (P-4), who would: ensure the safe operation of the Mission's chartered aircraft; recommend standards for the prevention of aviation incidents and accidents; provide guidance for the implementation of aviation safety policies and procedures; conduct investigations of aviation incidents and accidents; analyse cases; and maintain databases of aviation incidents, accidents and observed hazards. The Unit would also comprise one Aviation Safety Officer (P-3) and one Aviation Safety Assistant (Field Service) at the Mission headquarters and would deploy one Aviation Safety Officer (P-3) at the Kinshasa regional office, four Aviation Safety Officers (2 P-3 and 2 P-2) and two Aviation Safety Assistants (Field Service) in the field as well as one Aviation Safety Assistant (Field Service) at the Entebbe logistics hub. To assist in national capacity-building, the staffing establishment of the Unit would reflect, compared to the 2005/06 period, an increase by three national staff (2 Aviation Safety Officers (national officers) deployed in Bukavu and Kindu and one Secretary (national General Service staff)) at Mission headquarters, offset by a decrease of three international staff posts (2 Field Service and 1 General Service (Other level)) the incumbents of which were performing these functions.

72. The Administrative Coordination Unit would be headed by an Administrative Officer (P-3), who would be responsible for: assisting the Director of Administration in the coordination of activities and liaison with the regional and field administrative offices; follow-up on the decisions and policy guidance of the Director of Administration on field administrative issues; the compilation, analysis and provision to the Director of Administration of information on all operational matters in the field; the development of standard operating procedures; the monitoring of the implementation of audit recommendations and conclusions; the compilation and drafting of Mission's responses to audit observations; the management of the Mission's audit report databases; the coordination of support to the visiting audit teams; and the provision of secretariat support to the local committee on contracts. The Unit would also include one Clerk (national General Service staff). Compared to the 2005/06 period, the staffing establishment of the Unit would reflect an increase by two international posts (1 P-2, Administrative Officer, and 1 Field Service, Audit Coordination Assistant), offset by a decrease of two United Nations Volunteers positions (Administrative Assistants), all deployed at the Mission headquarters.

Office of the Deputy Director of Administration[a]

	International staff										
Civilian staff	*USG -ASG*	*D-2 -D-1*	*P-5 -P-4*	*P-3 -P-1*	*Field Service*	*General Service*	*Security Service*	**Subtotal**	*National staff*[b]	*United Nations Volunteers*	**Total**
Mission headquarters											
Approved 2005/06	—	—	—	—	—	—	—	—	—	—	—
Proposed 2006/07	—	1	2	8	14	3	—	**28**	12	10	**50**
Net change	—	**1**	**2**	**8**	**14**	**3**	—	**28**	**12**	**10**	**50**
Field											
Approved 2005/06	—	—	—	—	—	—	—	—	—	—	—
Proposed 2006/07	—	—	—	2	7	2	—	**11**	12	6	**29**
Net change	—	—	—	**2**	**7**	**2**	—	**11**	**12**	**6**	**29**
Total											
Approved 2005/06	—	—	—	—	—	—	—	—	—	—	—
Proposed 2006/07	—	1	2	10	21	5	—	**39**	24	16	**79**
Net change[c]	—	**1**	**2**	**10**	**21**	**5**	—	**39**	**24**	**16**	**79**

[a] Includes the immediate Office of the Deputy Director of Administration, the Board of Inquiry Unit, the Contract Management Unit, the Property Control and Inventory Unit and the Local Property Survey/Claims Review Board Unit.

[b] National General Service staff.

[c] Includes 11 posts (5 Field Service and 6 national General Service staff) to be converted from general temporary assistance positions authorized by General Assembly resolution 60/121.

Justification

73. The Deputy Director of Administration (D-1) would be responsible for the coordination of the administrative, logistical and technical support provided by the three Regional Administrative Offices, the Entebbe logistics hub, and the administrative offices in Kigali, Kampala and Pretoria, as well as for the oversight of consolidated internal control and review functions (property and inventory control, property survey and claims review, support to Boards of Inquiry and management of high-value contracts). The Regional Administrative Officers, a Senior Administrative Officer, the head of the Entebbe logistics hub and the heads of the Property Control and Inventory Unit, the Local Property Survey and Claims Review Boards Unit, the Board of Inquiry Unit and the Contracts Management Unit would report to the Deputy Director of Administration. The immediate Office of the Deputy Director of Administration would be located at Mission headquarters in Kinshasa and would comprise a Secretary (Field Service), an Administrative Assistant (United Nations Volunteer) and two clerk/drivers (national General Service staff). The post of the Deputy Director of Administration at the D-1 level was approved by the General Assembly in the context of the Mission's budget for the 2003/04 period, with the incumbent deployed in Bunia with responsibility for providing support to the Mission's military, United Nations police and substantive personnel deployed in the eastern part of the Democratic Republic of the Congo.

74. The Board of Inquiry Unit located at Mission headquarters would be headed by a Legal/Board of Inquiry Officer (P-4) who would report to the Deputy Director of Administration and would be responsible for: the servicing of Boards of Inquiry convened to consider cases of serious injury to the Mission's military and civilian personnel and fatalities, gross negligence, major damages to United Nations property and losses; reviewing and processing all Board of Inquiry cases; ensuring compliance with the applicable established procedures; conducting research of administrative issues; maintaining a case database; and providing administrative and paralegal support to members of the Board of Inquiry. The head of the Unit would be assisted by one Board of Inquiry Officer (P-3) and supported by six Board of Inquiry Assistants (1 Field Service, 1 General Service (Other level) and 4 United Nations Volunteers) who would also provide secretariat support to the Board. In view of the significant increase of the caseload during the 2005/06 period, the strengthening of the Mission's capacity to assist Boards of Inquiry under the direct supervision of the Deputy Director of Administration would allow for the expeditious processing of cases. During the 2005/06 period, the functions related to the support of Boards of Inquiry were performed by one P-4, one P-2, one General Service (Other level) and four United Nations Volunteers in the immediate Office of the Director of Administration.

75. The Contracts Management Unit (formerly Contracts Management Section in Administrative Services) would be headed by a Contracts Management Officer (P-4), who would report to the Deputy Director of Administration and would be responsible for: the management of 28 key commercial contracts and the International Civil Aviation Organization (ICAO) inter-agency agreement (total value of $297 million) for the provision of commodities, including rations and fuel, and services, including air charters, airfield ground support, airfield rehabilitation, level 2/3 and level 4 medical services, specialized information technology and communications and catering contracts; monitoring of contracts execution and compliance by the contractors with the terms and conditions of contractual arrangements; implementation of a quality assurance surveillance programme; liaison with the heads of administrative and integrated support services sections on all issues related to the contracts implementation; monitoring expenditures; and review and coordination of the processing of contractors' invoices.

76. In addition to the head of the Unit (P-4), the Unit would comprise five Contracts Management Officers (P-3) and 11 Contracts Management Assistants (7 Field Service and 4 United Nations Volunteers) supported by seven Contract Clerks (national General Service staff) deployed at the Mission headquarters; a Quality Assurance Manager (P-2) deployed at the Kinshasa field administrative office, and a Contracts Management Officer (P-3), a Contracts Management Assistant (Field Service) and two Contract Clerks (national General Service staff) deployed at the Entebbe logistics hub in support of regional and field operations in the eastern part of the Democratic Republic of the Congo.

77. The total proposed staffing establishment of the Unit would comprise 25 posts (1 P-4, 6 P-3, 1 P-2, 8 Field Service and 9 national General Service staff) and four United Nations Volunteers positions and would be accommodated in part through the redeployment of the approved 21 posts (1 P-4, 6 P-3, 7 Field Service and 7 national General Service staff) and four United Nations Volunteers positions from the ex-Contracts Management Section, Administrative Services.

78. The Property Control and Inventory Unit would be headed by a Property Control Officer (P-3), who would report to the Deputy Director of Administration and would be responsible for the management and maintenance of the Galileo System, production of assets inventory, write-off and disposition reports, oversight and provision of guidance to the assets custodians and managers. In addition to the head of the Unit (P-3), the Unit would comprise: a Property Control Officer (Field Service), a Property Control Assistant (General Service (Other level)) and an Inventory Clerk (national General Service staff) deployed at the Mission headquarters; three Property Control Officers (Field Service), six Property Control Assistants (2 General Service (Other level) and 4 United Nations Volunteers) and four Inventory Clerks (national General Service staff) deployed in the regional administrative offices; two Property Control Assistants (United Nations Volunteers) and three Inventory Clerks (national General Service staff) deployed in the field; and one Property Control Officer (Field Service) and one Inventory Clerk (national General Service staff) deployed at the Entebbe logistics hub.

79. The total proposed staffing establishment of the Unit would comprise 18 posts (1 P-3, 5 Field Service, 3 General Service (Other level) and 9 national General Service staff) and six United Nations Volunteers positions, all accommodated through the redeployment of the approved eight posts (1 P-3, 1 Field Service, 3 General Service (Other level), 3 national General Service staff) and six United Nations Volunteers positions and the proposed conversion of 10 general temporary assistance positions (4 Field Service and 6 national General Service staff) from the disbanded General Services Section.

80. The Local Property Survey and Claims Review Unit would be headed by a Chief of the Unit (P-3), who would report to the Deputy Director of Administration, serve as a Secretary of the Local Property Survey and Claims Review Boards and be responsible for processing third-party claims against the United Nations, claims for loss or damage to personal effects of Mission personnel and property write-offs and administrative support to the Boards. In addition to the Chief of the Unit (P-3), the Unit would comprise five Claims/Property Survey Assistants (4 Field Service and 1 United Nations Volunteer), an Administrative Assistant (General Service (Other level)) and two Administrative Clerks (national General Service staff) deployed at the Mission headquarters; one Claims/Property Survey Assistant (Field Service) and one Administrative Clerk (national General Service staff) deployed in the Bukavu regional administrative office; and one Claims/Property Survey Assistant (Field Service) and one Administrative Clerk (national General Service staff) deployed at the Entebbe logistics hub.

81. The total proposed staffing establishment of the Unit would comprise 12 posts (1 P-3, 6 Field Service, 1 General Service (Other level) and 4 national General Service staff) and one United Nations Volunteer position, all accommodated though the redeployment from the disbanded General Services Section of the approved 12 posts and the proposed conversion of one Field Service general temporary assistance position authorized in General Assembly resolution for the 2005/06 period for the expansion of MONUC.

Regional and field administrative offices

	International staff										
Civilian staff	*USG -ASG*	*D-2 -D-1*	*P-5 -P-4*	*P-3 -P-1*	*Field Service*	*General Service*	*Security Service*	**Subtotal**	*National staff*[a]	*United Nations Volunteers*	**Total**
Regional Administrative Offices											
Approved 2005/06[b]	—	1	5	5	—	4	—	15	9	3	27
Proposed 2006/07	—	—	4	2	4	—	—	10	3	—	13
Net change	**—**	**(1)**	**(1)**	**(3)**	**4**	**(4)**	**—**	**(5)**	**(6)**	**(3)**	**(14)**
Entebbe logistics hub											
Approved 2005/06	—	—	—	—	—	—	—	—	—	—	—
Proposed 2006/07	—	—	1	—	1	—	—	2	1	1	4
Net change	**—**	**—**	**1**	**—**	**1**	**—**	**—**	**2**	**1**	**1**	**4**
Field Administrative Offices											
Approved 2005/06	—	—	3	2	4	8	—	17	9	—	26
Proposed 2006/07	—	—	4	4	13	12	—	33	421	—	454
Net change	**—**	**—**	**1**	**2**	**9**	**4**	**—**	**16**	**412**	**—**	**428**
Total											
Approved 2005/06	—	1	8	7	4	12	—	32	18	3	53
Proposed 2006/07	—	—	9	6	18	12	—	45	425	1	471
Net change[c]	**—**	**(1)**	**1**	**(1)**	**14**	**—**	**—**	**13**	**407**	**(2)**	**418**

[a] National General Service staff.

[b] Bunia Sector (1 D-1, 1 P-3, 1 General Service (Other level), 2 national General Service staff); Kisangani Sector (1 P-5, 1 P-3, 1 General Service (Other level), 3 national General Service staff and 2 United Nations Volunteers); Mbandaka Sector (1 P-4 and 1 national General Service staff); Kindu Sector (1 P-5, 1 P-3, 1 General Service (Other level) and 1 national General Service staff); Kalemie Sector (1 P-4, 1 P-3, 1 General Service (Other level), 1 national General Service staff and 1 United Nations Volunteer) and Kananga Sector (1 P-4, 1 P-3 and 1 national General Service staff).

[c] Includes 395 national General Service staff posts (Interpreters/Translators) to be converted from general temporary assistance positions authorized in General Assembly resolution 60/121.

Justification

82. In line with the reorganization of its administrative and logistical support structure, the Mission would establish in the 2006/07 period three Regional Administrative Offices in Kinshasa, Bukavu and Bunia and a logistics hub at Entebbe, each headed by a Senior Administrative Officer at the P-5 level reporting to the Deputy Director of Administration. The Regional Administrative Officers would serve as principal advisers to the heads of substantive offices in the respective regions on all support issues and would be responsible for: the planning and forecasting of operational requirements, management, oversight and coordination of the full range of administrative, logistical and technical support operations in the regions; supervision and provision of operational guidance to 24 field administrative offices (eight in each region); monitoring the utilization of financial and material resources in the regions; liaison and coordination with

national authorities in respect of administrative and logistical matters; and integration of administrative and logistical support requirements with the military and United Nations police personnel deployed in the regions.

83. The head of the Entebbe logistics hub would be responsible for overseeing and coordinating logistical support operations in support of the military, United Nations police and substantive civilian personnel and the coordination of air operations in the eastern part of the Democratic Republic of the Congo, support the strategic airlift of troops and cargo transiting Entebbe for deployment in UNMIS, the United Nations Mission in Ethiopia and Eritrea (UNMEE) and ONUB, provide operational support to, and tasking of seven commercially contracted aircraft (six fixed-wing and one helicopter) positioned in Entebbe, regional procurement of goods and supplies, trans-shipment of rations to the eastern part of the Democratic Republic of the Congo. Pursuant to the recommendation in the report of the Advisory Committee on Administrative and Budgetary Questions on the financing of MONUC (A/60/536, para. 52), the total staffing establishment of the Entebbe logistics hub, comprising 194 posts and United Nations Volunteers positions, is shown in the Mission's organization chart attached to the present report (see annex II.C).

84. The proposed staffing establishment of the immediate offices of the Regional Administrative Officers would comprise a total of 13 posts (3 P-5, 1 P-4, 2 P-3, 4 Field Service and 3 national General Service staff). The proposed staffing establishment of the immediate office of the head of the Entebbe logistics hub would comprise a total of three posts (1 P-5, 1 Field Service and 1 national General Service staff) and one United Nations Volunteer position.

85. The heads of 24 field administrative offices responsible for the direct delivery of administrative, logistical and technical support to the military, United Nations police and substantive personnel deployed in their areas of responsibility would report to their Regional Administrative Officers. The staffing establishment of the immediate offices of the heads of field administrative offices would include a total of 59 posts (4 P-4, 4 P-3, 13 Field Service, 12 General Service (Other level) and 26 national General Service staff), as well as 395 Interpreters/Translators posts (national General Service staff), to be converted from general temporary assistance positions authorized in General Assembly resolution 60/121 for the 2005/06 period, as follows:

(a) Kinshasa region:

(i) Kinshasa field office: one P-4 (Administrative Officer), one P-3 (Administrative Officer), one Field Service (Administrative Assistant) and two national General Service staff (Administrative Clerks), as well as 24 Interpreters/Translators (national General Service staff);

(ii) Matadi: one General Service (Other level) (Administrative Assistant) and one national General Service staff (Administrative Clerks);

(iii) Bandundu: one Field Service (Administrative Officer) and one national General Service staff (Administrative Clerk);

(iv) Kikwit: one national General Service staff (Administrative Assistant);

(v) Mbandaka: one national General Service staff (Administrative Clerk) with an Information Technology Officer (P-3) from the staffing establishment of Information Technology Unit serving as head of office;

(vi) Kananga: one Field Service (Administrative Assistant) and one national General Service staff (Administrative Clerk), as well as three Interpreters/Translators (national General Service staff) with an Information Technology Officer (P-3) from the staffing establishment of Information Technology Unit serving as head of office;

(vii) Mbuji-Mayi: one General Service (Other level) (Administrative Assistant) and one national General Service staff (Administrative Clerk);

(viii) Gbadolite: one General Service (Other level) (Administrative Assistant);

(b) Bunia region:

(i) Bunia field office: one P-4 (Administrative Officer), one Field Service (Administrative Assistant), one General Service (Other level) (Administrative Assistant) and one national General Service staff (Administrative Clerk), as well as 62 Interpreters/Translators (national General Service staff);

(ii) Aru: one national General Service staff (Administrative Clerk) with an Engineering Assistant (Field Service) from the staffing establishment of Engineering Section serving as head of office;

(iii) Mahagi: one national General Service staff (Administrative Clerk) with an Engineering Assistant (General Service (Other level)) from the staffing establishment of Engineering Section serving as head of office;

(iv) Beni: one P-3 (Administrative Officer), one Field Service (Administrative Assistant) and one national General Service staff (Administrative Clerk), as well as 20 Interpreters/Translators (national General Service staff);

(v) Butembo: one General Service (Other level) (Administrative Assistant) and one national General Service staff (Administrative Clerk), as well as 12 Interpreters/Translators (national General Service staff);

(vi) Lubero: one national General Service staff (Administrative Assistant);

(vii) Kisangani: one P-3 (Administrative Officer), one General Service (Other level) (Administrative Assistant) and one national General Service staff (Administrative Clerk), as well as eight Interpreters/Translators (national General Service staff);

(c) Bukavu region:

(i) Bukavu field office: one P-4 (Administrative Officer), one Field Service (Administrative Assistant), one General Service (Other level) (Administrative Assistant) and one national General Service staff (Administrative Clerk), as well as 67 Interpreters/Translators (national General Service staff);

(ii) Uvira: one Field Service (Administrative Officer) and one national General Service staff (Administrative Clerk), as well as 27 Interpreters/Translators (national General Service staff);

(iii) Goma: one P-4 (Administrative Officer), two Field Service (Administrative Assistants) and one national General Service staff (Administrative Clerk), as well as 156 Interpreters/Translators (national General Service staff);

(iv) Kalemie: one P-3 (Administrative Officer), one General Service (Other level) (Administrative Assistant) and one national General Service staff (Administrative Clerk), as well as five Interpreters/Translators (national General Service staff);

(v) Kigoma/Manono: one Field Service (Administrative Officer) and two national General Service staff (Administrative Clerks);

(vi) Kindu: one Field Service (Administrative Assistant), one General Service (Other level) (Administrative Assistant) and one national General Service staff (Administrative Clerk), as well as eight Interpreters/Translators (national General Service staff) with an Information Technology Officer (P-3) from the staffing establishment of Information Technology Unit serving as head of office;

(vii) Lubumbashi: one Field Service (Administrative Officer), one General Service (Other level) (Administrative Assistant) and one national General Service staff (Administrative Clerk), as well as two Interpreters/Translators (national General Service staff);

(d) Immediate offices of the heads of administrative offices outside the Democratic Republic of the Congo:

(i) Kampala: one General Service (Other level) (Administrative Assistant) and one national General Service staff (Clerk/Driver);

(ii) Kigali: one General Service (Other level) (Administrative Assistant) and one national General Service staff (Clerk/Driver), as well as one Interpreter/Translator (national General Service staff);

(iii) Pretoria: two Administrative Assistants (one Field Service and one national General Service staff).

Administrative services

86. As a result of the restructuring of the Division of Administration, the Administrative Services would comprise personnel responsible for the provision of financial, human resources, procurement, medical, staff welfare and counselling, translation and interpretation services, as well as administrative support to the United Nations Volunteers establishment of the Mission. The structural changes in Administrative Services reflect the disbanding of the General Services Section, with its staff reassigned, based on their functional responsibilities, within Administrative Services to the Human Resources Section (formerly Personnel Section), and to the Integrated Support Services (Property Management Section, Facilities and Camp Management Unit, Movement Control Section, Communications and Information Technology Section), as well as assumption of responsibilities for contracts management, property control and inventory, property survey and processing of claims by the Deputy Director of Administration accommodated through the reassignment of staff from the disbanded General Services Section and Contracts Management Section. The redeployment of the approved posts and United Nations

Volunteers positions, general temporary assistance positions and additional United Nations Volunteers positions authorized by General Assembly resolution 60/121 for the 2005/06 period is shown in annex I to the present report.

87. In order to improve the administration of the international and national staff, administration of entitlements of the United Nations civilian police officers and military observers, as well as to reduce the prevailing vacancy rates of civilian staff, the Mission would establish a Human Resources Section, which would subsume the approved staffing establishment of the Personnel Section and Travel Unit of the disbanded General Services Section. In view of the reorganization of the structure of the Section compared to the 2005/06 period, the justification of its staffing requirements has been presented at the detailed level below.

88. The proposed staffing establishment of the Administrative Services would comprise 263 posts (1 D-1, 4 P-5, 8 P-4, 35 P-3, 5 P-2, 51 Field Service, 25 General Service, including 2 at the principal level, and 134 national staff, including 7 national officers) and 55 United Nations Volunteer positions, representing a 34 per cent decrease compared to the 2005/06 approved staffing establishment of 384 posts and 88 United Nations Volunteer positions.

Office of the Chief Administrative Services[a]

	International staff										
Civilian staff	*USG-ASG*	*D-2-D-1*	*P-5-P-4*	*P-3-P-1*	*Field Service*	*General Service*	*Security Service*	***Subtotal***	*National staff*[b]	*United Nations Volunteers*	***Total***
Mission headquarters											
Approved 2005/06	—	1	—	3	1	1	—	**6**	1	—	**7**
Proposed 2006/07[b]	—	1	1	6	1	1	—	**10**	8	10	**28**
Net change	**—**	**—**	**1**	**3**	**—**	**—**	**—**	**4**	**7**	**10**	**21**
Field											
Approved 2005/06	—	—	—	—	—	—	—	**—**	—	—	**—**
Proposed 2006/07	—	—	—	—	—	—	—	**—**	—	—	**—**
Net change	**—**	**—**	**—**	**—**	**—**	**—**	**—**	**—**	**—**	**—**	**—**
Total											
Approved 2005/06	—	1	—	3	1	1	—	**6**	1	—	**7**
Proposed 2006/07	—	1	1	6	1	1	—	**10**	8	10	**28**
Net change	**—**	**—**	**1**	**3**	**—**	**—**	**—**	**4**	**7**	**10**	**21**

[a] Includes the immediate Office of the Chief Administrative Services and the United Nations Volunteers Support Unit.

[b] National General Service staff.

Justification

89. The Administrative Services, headed by a Chief of Administrative Services (D-1) reporting to the Director of Administration, would be responsible for the coordination and delivery of administrative services in support of the substantive,

military, United Nations police and formed police personnel of the Mission. The immediate Office of the Chief of Administrative Services would comprise two Administrative Officers (1 P-3 and 1 P-2), the Secretary of the local committee on contracts (P-3) supported by an Administrative Assistant (Field Service), a Secretary (General Service (Other level)) and a driver (national General Service staff).

90. In view of the significant size of the Mission's United Nations Volunteers establishment and the proposed increase in its strength from 491 to 604 positions, Administrative Services would include a United Nations Volunteers Support Unit headed by a Programme Manager reporting to the Chief of Administrative Services. The Unit would be responsible for the administration and management of the Mission's United Nations Volunteer establishment, including selection and recruitment of volunteers, submission of monthly payroll and processing of travel and residential security reimbursement claims. The proposed staffing establishment of the Unit would comprise, in addition to the Programme Manager, four Administrative Officers, who would coordinate administrative and personnel support to the United Nations Volunteers in the Mission, one Finance Officer for the processing of payroll and financial claims and one Public Information Officer for the coordination of public information activities, volunteer projects and welfare activities (all United Nations Volunteers), supported by two Administrative Clerks and a driver (all national General Service staff). The United Nations Volunteers support establishment is provided for in the exchange of letters between the Organization and the United Nations Volunteers Programme.

91. In order to improve welfare and morale of staff, address work-life balance issues and coordinate the establishment of welfare and recreational facilities and all welfare activities, the Office of the Chief of Administrative Services would include a Welfare Officer (P-3) who would plan and coordinate welfare activities for the Mission's personnel, carry out liaison with the Mission's Welfare Committee and the Staff Union, canvass staff opinion on matters that affect their welfare, provide advice and make recommendations to senior management on welfare initiatives. The Welfare Officer would be assisted by two Welfare Assistants (United Nations Volunteers), who would be responsible for organizing welfare initiatives at the regional level and by one Welfare Clerk (national General Service staff), for a total of four posts and positions.

92. Given that the Mission functions in two official languages of the Organization (English and French), the Office of the Chief of Administrative Services would provide for the translation and interpretation services, including: simultaneous interpretation for high-level meetings and conferences, in particular, meetings of the International Committee for Support to the Transition, composed of the representatives at the ambassadorial level of States members of the Security Council, the European Union and the African Union, meetings and conferences on support to elections in the Democratic Republic of the Congo, security sector reform and essential legislation; interpretation support to senior officials and high-level delegations on official visits to the Mission; and translation of official documents. In this connection, the Office of the Chief of Administrative Services would include an Interpreter/Translator (P-3), an Associate Interpreter/Translator (P-2) and two Language Assistants (national General Service staff), responsible for the provision of simultaneous interpretation and translation services, the translation of

background documents, agendas and minutes of meetings in French and English and the management and coordination of language services throughout the Mission.

93. In view of the volatile security situation in the country, the heavy workload, the limited availability of after-work recreational facilities, in particular in the interior of the country, and the resulting high level of stress affecting the Mission's international and national staff, the Office of the Chief of Administrative Services would include a Staff Counsellor (P-4) supported by two Assistant Counsellors (United Nations Volunteers) and one Administrative Clerk (national General Service staff), who would be responsible for counselling staff members, the provision of assistance to staff in critical incidents, stress management and advice on a healthy balance between the professional and personal lives of staff members. The Mission's counselling staff would undertake frequent travel to the regional and field offices to provide advice to staff in situ, assess the situation on the ground and develop proposals to senior management on measures aimed at alleviating levels of stress affecting the Mission's international and national staff.

Human Resources Section (formerly Personnel Section)

	International staff										
Civilian staff	*USG-ASG*	*D-2-D-1*	*P-5-P-4*	*P-3-P-1*	*Field Service*	*General Service*	*Security Service*	***Subtotal***	*National staff*[a]	*United Nations Volunteers*	***Total***
Mission headquarters											
Approved 2005/06	—	—	4	3	9	3	—	19	8	4	31
Proposed 2006/07	—	—	3	7	17	4	—	31	8	5	44
Net change	—	—	**(1)**	**4**	**8**	**1**	—	**12**	—	**1**	**13**
Field											
Approved 2005/06	—	—	1	—	3	6	—	10	14	1	25
Proposed 2006/07	—	—	—	3	6	3	—	12	23	3	38
Net change	—	—	**(1)**	**3**	**3**	**(3)**	—	**2**	**9**	**2**	**13**
Total											
Approved 2005/06	—	—	5	3	12	9	—	29	22	5	56
Proposed 2006/07	—	—	3	10	23	7	—	43	31	8	82
Net change[b]	—	—	**(2)**	**7**	**11**	**(2)**	—	**14**	**9**	**3**	**26**

[a] Includes national officers and national General Service staff.

[b] Includes 17 posts (1 P-3, 9 Field Service and 7 national General Service staff) to be converted from general temporary assistance positions authorized by the General Assembly in its resolution 60/121.

Justification

94. The Human Resources Section would be headed by a Chief Human Resources Officer (P-5), reporting to the Chief of Administrative Services, and would comprise the Human Resources Management and Administration Unit, National Staff Unit, International Staff Unit, International Staff Recruitment Unit, Training Unit, United Nations Police and Military Observers Time and Attendance Unit, International

Staff Time and Attendance Unit and Travel Unit. The Section would be responsible for coordination of the recruitment of international staff, recruitment, administration and management of national staff, administration of entitlements of international civilian personnel, United Nations police personnel and military observers, management of the approved staffing establishment of the Mission, career development, training of staff and administration of entitlements related to the official travel of Mission personnel.

95. The Human Resources Management and Administration Unit would be responsible for administration of the approved international and national staffing establishment of the Mission, monitoring of the delegation of human resources administration authority to the regional and field administrative offices and provision of advice and guidance to the Section personnel deployed to the regional and field offices, implementation of human resources policies throughout the Mission area and development of procedures in compliance with the United Nations human resources policies, compliance with the established United Nations disciplinary procedures and review of disciplinary cases, the United Nations promotion and special post allowance procedures and review of promotion and special post allowance cases for submission to United Nations Headquarters in New York. The staffing establishment of the Unit would comprise a Human Resources Officer (P-4) supported by a Human Resources Officer (P-3), Human Resources Assistant (Field Service) and an Administrative Assistant (national General Service staff).

96. The National Staff Unit would be responsible for recruitment of national General Service and national officers, administration and management of national staff, including administration of time and attendance records, annual, maternity and paternity leaves, medical insurance and other entitlements in respect of the proposed 2,189 national staff. The authorized staffing establishment of the Unit would comprise a Human Resources Officer (P-3) assisted by two Human Resources Assistants (1 Field Service and 1 General Service (Other level)) and supported by two Human Resources Clerks (national General Service staff).

97. The International Staff Unit would be responsible for administration of the proposed 1,122 international personnel and their entitlements, including administrative actions pertaining to initial appointment, extension of appointments, separations, leave entitlements and dependency allowances, and would comprise two Human Resources Officers (P-3), four Human Resource Assistants (Field Service) and two Administrative Assistants (General Service, including one at the Principal level).

98. The International Staff Recruitment Unit would be responsible for determining recruitment requirements and priorities, monitoring the timely filling of posts, review and assessment of the suitability of candidates for selection, maintaining the roster of candidates and liaising with United Nations Headquarters in New York on the advertisement of vacancies and selection of candidates. The proposed staffing establishment of the Unit would comprise a Human Resources Recruitment Officer (P-3) and five Human Resources Assistants (4 Field Service and 1 United Nations Volunteer).

99. The International Staff Time and Attendance Unit would be responsible for administration of time and attendance of 1,122 international staff, including verification and entry into IMIS of attendance records for payment of mission

subsistence and hazardous duty station allowances and provision of advice to international staff on leave entitlements. The proposed staffing establishment of the Unit would comprise a Human Resources Officer (P-3) and two Human Resources Assistants (Field Service).

100. The Training Unit would be responsible for assessment of training needs and development and administration of the Mission's training programmes covering within-the-Mission and external training of 2,533 international and national staff. The staffing establishment of the Unit at Mission headquarters would comprise a training Officer (P-3) supported by three Training Assistants (2 Field Service and 1 national officer). The Unit would deploy to Kisangani and Bukavu 2 Training Assistants (United Nations Volunteers).

101. The Travel Unit would be responsible for official travel and visa arrangements, liaison with airport and immigration authorities and coordination of the transportation of staff to and from the N'djili airport in Kinshasa. The staffing establishment of the Unit at Mission headquarters would comprise a Unit head (P-4) supported by four Travel Assistants (2 Field Service and 2 United Nations Volunteers), one Clerk and two Drivers (all national General Service staff). The Unit would deploy to the Entebbe logistics hub two Travel Assistants (1 Field Service and 1 United Nations Volunteer) and one Clerk (national General Service staff).

102. The United Nations Police and Military Observer Time and Attendance Unit would be responsible for administration of time and attendance of 760 military observers and 391 United Nations police personnel. The proposed staffing establishment of the Unit would comprise three Human Resources Assistants (1 Field Service, 1 General Service (Other level) and 1 United Nations Volunteer) supported by one Administrative Clerk (national General Service staff).

103. Compared to the 2005/06 period, the total proposed staffing establishment of the Human Resources Section would comprise 74 posts (1 P-5, 2 P-4, 10 P-3, 23 Field Service, 7 General Service, including 1 at the Principal level and 31 national staff, including 1 national officer) and 8 United Nations Volunteers positions, representing an increase of 27 posts (7 P-3, 11 Field Service and 9 national General Service staff) and 3 United Nations Volunteers positions offset by the reduction of 4 posts (2 P-4 and 2 General Service (Other level)) attributable to the strengthening of the capacity of the Section to support the total proposed staffing establishment of the Mission of 1,122 international and 2,189 national posts. The staffing requirements of the Section would be accommodated in part through the proposed conversion of 17 general temporary assistance positions (1 P-3, 9 Field Service and 7 national General Service staff) authorized by the General Assembly in its resolution 60/121 for the 2005/06 period and the redeployment of 3 posts (2 Field Service and 1 national General Service staff) and 3 United Nations Volunteers positions from the disbanded General Services Section. From the total proposed staffing establishment of the Section, the incumbents of five posts (3 P-3 and 2 Field Service) would be deployed to the regional administrative offices, 28 posts (3 Field Service, 3 General Service (Other level) and 22 national General Service staff) and 2 United Nations Volunteers positions to the field offices and 2 posts (1 Field Service and 1 national General Service staff) and 1 United Nations Volunteers position to the Entebbe logistics hub.

Procurement Section

	International staff										
Civilian staff	*USG-ASG*	*D-2-D-1*	*P-5-P-4*	*P-3-P-1*	*Field Service*	*General Service*	*Security Service*	***Subtotal***	*National staff*[a]	*United Nations Volunteers*	*Total*
Mission headquarters											
Approved 2005/06	—	—	3	6	6	2	—	**17**	5	6	**28**
Proposed 2006/07	—	—	3	6	6	5	—	**20**	8	6	**34**
Net change	**—**	**—**	**—**	**—**	**—**	**3**	**—**	**3**	**3**	**—**	**6**
Field											
Approved 2005/06	—	—	1	2	1	5	—	**9**	6	1	**16**
Proposed 2006/07	—	—	1	2	1	2	—	**6**	3	1	**10**
Net change	**—**	**—**	**—**	**—**	**—**	**(3)**	**—**	**(3)**	**(3)**	**—**	**(6)**
Total											
Approved 2005/06	—	—	4	8	7	7	—	**26**	11	7	**44**
Proposed 2006/07	—	—	4	8	7	7	—	**26**	11	7	**44**
Net change	**—**	**—**	**—**	**—**	**—**	**—**	**—**	**—**	**—**	**—**	**—**

[a] Includes national officers and national General Service staff.

Justification

104. The Procurement Section would be headed by a Chief Procurement Officer (P-5) reporting to the Chief of Administrative Services and would comprise the Engineering and Transport Contracts, Supplies and Services and Procurement Support and Regional Procurement Units. The Section would be responsible for local and international procurement of goods and services for the Mission, coordination of procurement activities Mission-wide, development of procurement sources and maintenance of a roster of vendors and conduct of market surveys.

105. The Chief Procurement Officer would be supported by a Procurement Assistant (General Service (Other level)) and would be responsible for implementation of the Section's work programme, coordination of the acquisition of goods, supplies and services in the Mission area and supervision of the Section's staff.

106. The Engineering and Transport Contracts Unit would be responsible for coordination and procurement of all goods and services related to the work of the Engineering, Transport, Movement Control and Aviation Sections throughout the Mission area. The staffing establishment of the Unit would comprise three Procurement Officers (1 P-4 and 2 P-3) assisted by six Procurement Assistants (2 Field Service, 3 General Service and 1 United Nations Volunteer) and a Procurement Clerk (national General Service staff).

107. The Supplies and Services Unit would be responsible for coordination of procurement of all goods and services related to the work of the Supply, Communications and Information Technology, Medical and Security and Safety

Sections, as well as catering and commissary services. The staffing establishment of the Unit would comprise four Procurement Officers (1 P-4 and 3 P-3), six Procurement Assistants (2 Field Service, 1 General Service (Other level) and 3 United Nations Volunteers) and a Procurement Clerk (national General Service staff).

108. The Procurement Support Unit would be responsible for vendor management, the maintenance of the vendor database, coordination of payments to and liaison with vendors on the status of payments and closing and archiving of purchase orders. The staffing establishment of the Unit would comprise a Procurement Officer (P-3) assisted by 10 Procurement Assistants (2 Field Service, 6 national General Service staff and 2 United Nations Volunteers).

109. The Regional Procurement Units in Entebbe and the Bukavu regional administrative office would be responsible for overseeing and coordinating all procurement activities in the eastern part of the Democratic Republic of the Congo, including acquisition of goods and supplies at local markets and identification of additional procurement sources with a view to contributing to the development of the local economy. The staffing establishment of the Unit in Entebbe would comprise two Procurement Officers (1 P-4 and 1 P-3), two Procurement Assistants (1 General Service (Other level) and 1 United Nations Volunteer) and a Procurement Clerk (national General Service staff), while the staffing establishment of the Unit at the Bukavu regional administrative office would include a Procurement Officer (P-3), two Procurement Assistants (1 Field Service and 1 General Service (Other level) and two Procurement Clerks (national General Service staff).

110. The proposed staffing establishment of the Section of 37 posts (1 P-5, 3 P-4, 8 P-3, 7 Field Service, 7 General Service (Other level) and 11 national General Service staff) and 7 United Nations Volunteers positions reflects no change compared to the approved 2005/06 staffing establishment.

Finance Section

	International staff										
Civilian staff	*USG-ASG*	*D-2-D-1*	*P-5-P-4*	*P-3-P-1*	*Field Service*	*General Service*	*Security Service*	**Subtotal**	*National staff*[a]	*United Nations Volunteers*	**Total**
Mission headquarters											
Approved 2005/06	—	—	2	3	6	5	—	**16**	8	2	**26**
Proposed 2006/07	—	—	1	4	7	4	—	**16**	8	3	**27**
Net change	—	—	**(1)**	**1**	**1**	**(1)**	—	—	—	**1**	**1**
Field											
Approved 2005/06	—	—	—	4	7	4	—	**15**	10	2	**27**
Proposed 2006/07	—	—	1	4	9	5	—	**19**	20	1	**40**
Net change	—	—	**1**	—	**2**	**1**	—	**4**	**10**	**(1)**	**13**

Civilian staff	*International staff*								*National staff*[a]	*United Nations Volunteers*	*Total*
	USG-ASG	*D-2-D-1*	*P-5-P-4*	*P-3-P-1*	*Field Service*	*General Service*	*Security Service*	**Subtotal**			
Total											
Approved 2005/06	—	—	2	7	13	9	—	31	18	4	53
Proposed 2006/07	—	—	2	8	16	9	—	35	28	4	67
Net change[b]	—	—	—	1	3	—	—	4	10	—	14

[a] Includes national officers and national General Service staff.

[b] Includes 10 posts (1 P-2, 3 Field Service and 6 national staff, including 2 national officers) to be converted from general temporary assistance positions authorized by the General Assembly in its resolution 60/121.

Justification

111. The Finance Section, headed by a Chief Finance Officer (P-5) reporting to the Chief of Administrative Services, would be responsible for establishing and maintaining financial controls, maintaining and administering the Mission accounts, disbursing funds in settlement of vendors', suppliers' and staff travel claims, administering national staff payroll and mission subsistence and hazardous duty station allowance payments and administering the Mission's bank accounts. The Section at Mission headquarters, Kinshasa, would comprise the Accounts Unit, the Vendors Unit, the Payroll Unit and a Cashier's Office.

112. The Chief Finance Officer, supported by a Clerk/Secretary (national General Service staff), would be responsible for the management of the Section and its work programme and supervision of the Section's staff. The incumbent of the post would also serve as the Chairperson of the Tender Committee, ex officio member of the Boards of Inquiry and a member on the Local Committee on Contracts and the Claims Review Board.

113. The Accounts Unit would be responsible for maintenance of the Mission's accounts, including financial reporting, debit advices, inter-office vouchers, bank reconciliation, accounts payable, accounts receivable and income as well as the administration and management of the Sun system. The staffing establishment of the Unit would comprise a Finance Officer (P-3), 3 Finance Assistants (2 Field Service and 1 General Service (Other level)) and 4 Finance Clerks (national General Service staff).

114. The Payroll Unit would be responsible for processing of mission subsistence allowance payments for international staff and military observers, local staff salaries, United Nations Volunteers living allowances, recoveries of advances, telephone charges and other adjustments as well as administration and management of the Progen system. The staffing establishment of the Unit would comprise a Finance Officer (P-3), six Finance Assistants (2 Field Service, 3 General Service (Other level) and 1 United Nations Volunteer) and a Finance Clerk (national General Service staff).

115. The Vendor Payments Unit would be responsible for processing of all vendor invoices for goods and services provided, including medical services, as well as settlement of travel and hospitality claims, replenishment of petty cash, medical

insurance plan payments to local staff and payments to quick-impact projects implementing agencies. The staffing establishment of the Unit would comprise one Finance Officer (P-3), four Finance Assistants (2 Field Service and two United Nations Volunteers) and 2 Finance Clerks (national General Service staff).

116. The Cashier's Office would be responsible for management and maintenance of cashiers' imprest accounts, remittances, care and custody of cash, cheques and bank accounts, management of transfers and recording of transactions. The staffing establishment of the Office would comprise a Finance Officer (P-2), a Finance Assistant (Field Service) and two Finance Clerks (national General Service staff).

117. The Section would deploy to the regional administrative offices five Finance Officers (1 P-4, 2 P-3 and 2 P-2) and four Finance Assistants (2 Field Service and 2 General Service, including 1 at the Principal level), with 11 Finance Assistants (7 Field Service, 3 General Service (Other level) and 1 United Nations Volunteer), 2 Finance Officers (national officers) and 16 Finance Clerks (national General Service staff) deployed to the field administrative offices.

118. The total proposed staffing establishment of the Finance Section would comprise 63 posts (1 P-5, 1 P-4, 5 P-3, 3 P-2, 16 Field Service, 9 General Service, including 1 at the Principal level and 28 national staff, including 2 national officers) and 4 United Nations Volunteers positions.

119. Compared to the 2005/06 period, the staffing establishment of the Section represents an increase of 14 posts (1 P-2, 3 Field Service and 10 national staff, including 2 national officers), attributable to the strengthening of the capacity of the Section in view of the increased workload and the volume of transactions. The staffing requirements of the Section would be in part accommodated through the proposed conversion of 10 general temporary assistance positions (1 P-2, 3 Field Service and 6 national staff, including 2 national officers) authorized by the General Assembly in its resolution 60/121 for the 2005/06 period for the expansion of MONUC.

Medical Section

	International staff										
Civilian staff	*USG-ASG*	*D-2-D-1*	*P-5-P-4*	*P-3-P-1*	*Field Service*	*General Service*	*Security Service*	***Subtotal***	*National staff*[a]	*United Nations Volunteers*	***Total***
Mission headquarters											
Approved 2005/06	—	—	2	—	1	1	—	4	10	5	**19**
Proposed 2006/07	—	—	2	1	3	1	—	7	4	1	**12**
Net change	**—**	**—**	**—**	**1**	**2**	**—**	**—**	**3**	**(6)**	**(4)**	**(7)**
Field											
Approved 2005/06	—	—	—	4	—	—	—	4	25	14	**43**
Proposed 2006/07	—	—	—	7	1	—	—	8	52	25	**85**
Net change	**—**	**—**	**—**	**3**	**1**	**—**	**—**	**4**	**27**	**11**	**42**

Civilian staff	International staff										
	USG-ASG	D-2-D-1	P-5-P-4	P-3-P-1	Field Service	General Service	Security Service	Subtotal	National staff[a]	United Nations Volunteers	Total
Total											
Approved 2005/06	—	—	2	4	1	1	—	8	35	19	62
Proposed 2006/07	—	—	2	8	4	1	—	15	56	26	97
Net change[b]	—	—	—	4	3	—	—	7	21	7	35

[a] Includes national officers and national General Service staff.

[b] Includes 5 posts (3 P-3 and 2 Field Service) to be converted from general temporary assistance positions authorized by the General Assembly in its resolution 60/121.

Justification

120. The Medical Services Section, headed by a Chief Medical Officer (P-5), would be responsible for coordination and delivery of integrated civilian-military medical services, organization of medical care, health maintenance and preventative medical treatment of all Mission personnel, planning for medical contingencies, inspection and operation of 13 United Nations and contingent-owned and operated medical facilities, 2 emergency and first aid stations at Kinshasa and Entebbe and the oversight of operational aspects of contractual arrangements with 3 level-II/III and level III hospitals located in Kinshasa, Pretoria and Nairobi and operation and coordination of medical and casualty evacuations within and outside the Mission area.

121. The Section would be headed by a Chief Medical Officer (P-5) reporting to the Chief of Administrative Services, who would be responsible for implementation of the work programme of the Section, including management and coordination of integrated civilian-military medical facilities, organization and provision of medical-care and health-care maintenance of all Mission personnel, implementation of environmental health, workplace and personal hygiene measures, prophylaxis and vaccinations, coordination of medical evacuations within and outside the Mission area, coordination of evacuation operations in the event of epidemics and planning of monthly inspections of the military and formed police contingents. The Chief Medical Officer would be supported by an immediate office, comprising a Medical Officer (P-4) who would be responsible for coordinating and organizing medical and health-care maintenance for personnel in Kinshasa and the field and conducting monthly inspections of military and formed police contingents, a Medical Assistant (General Service (Other level)) responsible for the maintenance of medical records of Mission personnel and an Administrative Assistant (Field Service). The Section would comprise a Specialist Consultation/Repatriation Management Unit and an Environmental Health Unit.

122. The Specialist Consultation/Repatriation Management Unit would be responsible for coordination and conduct of medical and casualty evacuations within and outside the Mission area, including coordination of the transportation of patients, liaison with the Air Operations and Movement Control Sections and the military medical evacuation teams, to ensure the efficient and speedy movement of patients and provision of support to patients hospitalized within the Mission area,

review and assessment of staff requests for specialist consultations within and outside the Mission area, as well as repatriation of staff on medical grounds. The proposed staffing establishment of the Unit at Mission headquarters in Kinshasa would comprise two Medical Evacuation Coordinators (Field Service), one Senior Liaison Nurse (national officer) supported by two Medical Assistants and a driver (all national General Service staff).

123. The Environmental Health Unit, headed by an Environmental Officer (P-3) who would be supported by a Medical Officer (United Nations Volunteer), would be responsible for inspection of all Mission premises to assess the general environmental health situation and hazards, provision of advice to senior management on environmental health issues, ensuring compliance with the environmental health standards, development of guidelines and procedures, as well as organization of training on environmental health issues.

124. From the total proposed staffing establishment of the Medical Section of 71 posts (1 P-5, 1 P-4, 8 P-3, 4 Field Service, 1 General Service (Other level) and 56 national staff, including 4 national officers) and 26 United Nations Volunteers positions, 4 Medical Officers (3 P-3 and 1 United Nations Volunteer) and 2 Ambulance Drivers (national General Service staff) and 1 United Nations Volunteers position would be deployed to regional administrative offices, with the incumbents of 53 posts (4 Medical Officers (P-3), 1 Head Nurse (Field Service), 48 Laboratory Technicians/X-ray Technicians/Nurses and Ambulance Drivers (national General Service staff), 3 Medical Officers/Radiologists (national officers) and 22 United Nations Volunteers positions (Medical Officers) to the field offices and 2 national General Service staff posts (Nurse and Ambulance Driver) and 2 United Nations Volunteers positions (Medical Officers) to the Entebbe logistics hub.

125. Compared to the 2005/06 period, the staffing establishment of the Medical Section represents an increase of 28 posts (4 P-3, 3 Field Service and 21 national staff, including 4 national officers) and 7 United Nations Volunteers positions. The staffing requirements of the Section would be accommodated in part through the proposed conversion of five general temporary assistance positions (3 P-3 and 2 Field Service) authorized by the General Assembly in its resolution 60/121 for the 2005/06 period for the expansion of MONUC.

Integrated Support Services

126. The Integrated Support Services would comprise personnel responsible for planning, coordination and delivery of technical and logistical support to the Mission's substantive, military and United Nations police establishment, including integrated civilian-military logistical support planning, implementation of engineering projects and maintenance of office and accommodation premises and facilities, air and transport operations, communications and information technology services, provision of general supplies, movement of equipment, goods and supplies throughout the Mission area and management of the Mission's assets. The structural changes in the Integrated Support Services reflect the consolidation of the Mission's logistical support planning, facilities management and property management functions, as well as the transfer to it of the electronic archiving, mail and diplomatic pouch operations from the Administrative Services and integration into

the Mission Support Section of the ex-Military Planning, Support and Liaison Office.

127. The Integrated Support Services would be headed by a Chief (D-1) and would comprise the Office of the Chief, Mission Support Centre (formerly Joint Logistics Operations Centre), the Supply, Engineering, Communications and Information Technology, Movement Control, Transport and Aviation Sections and would include a new Property Management Section.

128. Compared to the 2005/06 period, the proposed staffing establishment of the Integrated Support Services comprising 1,427 posts (1 D-1, 8 P-5, 14 P-4, 58 P-3, 24 P-2, 227 Field Service, 75 General Service (Other level) and 1,020 national staff, including 18 national officers) and 375 United Nations Volunteers positions reflects an increase of 472 posts and 117 United Nations Volunteers positions. The increased staffing requirements of the Integrated Support Services would be accommodated in part through the redeployment of 192 approved posts and 40 United Nations Volunteers positions from the disbanded General Services Section, Contracts Management Section (both in Administrative Services), ex-Mission Support Planning Unit and Military Planning, Support and Liaison Office (both previously reporting to the Director of Administration), as well as the proposed conversion of 158 general temporary assistance positions and the retention of 46 additional United Nations Volunteers positions authorized by the General Assembly in its resolution 60/121 for the 2005/06 period for the expansion of the Mission.

129. Of the total proposed staffing establishment, incumbents of 135 posts and 34 United Nations Volunteers positions (some 9 per cent of the total) would be deployed at Mission headquarters in Kinshasa, with incumbents of 49 posts and 18 United Nations Volunteers positions (some 4 per cent) deployed to the regional administrative offices, incumbents of 1,110 posts and 299 United Nations Volunteers positions (some 78 per cent) deployed to the field offices and incumbents of 133 posts and 24 United Nations Volunteers positions (some 9 per cent) assigned to the Entebbe logistics hub. The redeployment of the approved posts and United Nations Volunteers positions, general temporary assistance positions and additional United Nations Volunteers positions authorized by the General Assembly in its resolution 60/121 for the 2005/06 period for the expansion of the Mission is shown in annex I to the present report.

Office of the Chief of Integrated Support Services

	International staff										
Civilian staff	*USG-ASG*	*D-2-D-1*	*P-5-P-4*	*P-3-P-1*	*Field Service*	*General Service*	*Security Service*	***Subtotal***	*National staff*[a]	*United Nations Volunteers*	***Total***
Mission headquarters											
Approved 2005/06	—	1	—	2	1	1	—	5	1	1	7
Proposed 2006/07	—	1	1	2	1	1	—	6	1	1	8
Net change	—	—	1	—	—	—	—	1	—	—	1

	International staff										
Civilian staff	*USG-ASG*	*D-2-D-1*	*P-5-P-4*	*P-3-P-1*	*Field Service*	*General Service*	*Security Service*	***Subtotal***	*National staff*[a]	*United Nations Volunteers*	***Total***
Field											
Approved 2005/06	—	—	—	—	—	—	—	—	—	—	—
Proposed 2006/07	—	—	—	—	—	—	—	—	—	—	—
Net change	—	—	—	—	—	—	—	—	—	—	—
Total											
Approved 2005/06	—	1	—	2	1	1	—	**5**	1	1	**7**
Proposed 2006/07	—	1	1	2	1	1	—	**6**	1	1	**8**
Net change	—	—	1	—	—	—	—	**1**	—	—	**1**

[a] National General Service staff.

Justification

130. The Chief of Integrated Support Services (D-1) would report to the Director of Administration and would be responsible for overall planning, coordination and implementation of logistical and technical support activities of the Mission, effective and efficient utilization of the approved financial resources and determination of the proposed budgetary requirements, management of the Mission's assets and contractually provided assets, supervision and provision of advice and guidance on operational matters to heads of sections comprising Integrated Support Services and coordination of the implementation of Mission support plans with Administrative Services and the military support structures.

131. The Chief of Integrated Support Services would be assisted by a Deputy (P-5), who would be responsible for provision of advice to the Chief on all aspects of logistical support requirements in connection with operational and tactical decisions taken by military commanders with a view to improving responsiveness and efficiency of logistical and technical support to military operations and enhancing integrated civilian-military logistical support planning and coordination of the tasking of military support units to ensure their efficient utilization and liaising with the military support structures.

132. The immediate Office of the Chief of Integrated Support Services would include an Operations Officer (P-3), an Administrative Officer (P-2), two Administrative Assistants (1 Field Service and 1 General Service (Other level)), a Logistical Assistant (United Nations Volunteer) and a Secretary (national General Service staff).

Mission Support Centre (ex-Joint Logistics Operations Centre)[a]

	International staff										
Civilian staff	*USG-ASG*	*D-2-D-1*	*P-5-P-4*	*P-3-P-1*	*Field Service*	*General Service*	*Security Service*	***Subtotal***	*National staff*[b]	*United Nations Volunteers*	***Total***
Mission headquarters											
Approved 2005/06	—	—	3	2	5	—	—	**10**	2	18	**30**
Proposed 2006/07	—	—	4	4	4	1	—	**13**	3	5	**21**
Net change	—	—	**1**	**2**	**(1)**	**1**	—	**3**	**1**	**(13)**	**(9)**
Field											
Approved 2005/06	—	—	2	6	5	9	—	**22**	11	17	**50**
Proposed 2006/07	—	—	3	7	17	10	—	**37**	10	25	**72**
Net change	—	—	**1**	**1**	**12**	**1**	—	**15**	**(1)**	**8**	**22**
Total											
Approved 2005/06	—	—	5	8	10	9	—	**32**	13	35	**80**
Proposed 2006/07	—	—	7	11	21	11	—	**50**	13	30	**93**
Net change[c]	—	—	**2**	**3**	**11**	**2**	—	**18**	—	**(5)**	**13**

[a] Includes Contingent-owned Equipment Unit.

[b] National General Service staff.

[c] Includes 7 posts (5 Field Service and 2 General Service (Other level)) to be converted from general temporary assistance positions authorized by the General Assembly in its resolution 60/121.

Justification

133. The Mission Support Centre would be headed by a Chief Logistics Officer (P-5) and would be responsible for strategic Mission-wide and operational field-level planning and provision of support through the integrated military-civilian structures to military contingents, formed police units and United Nations personnel; planning and coordination of a full range of logistical support required in connection with operational and tactical decisions taken by the Division and Brigade Commanders with a view to improving the responsiveness and efficiency of support to military operations, in particular, in the eastern part of the Democratic Republic of the Congo; the management of logistical support resources deployed in the field, including at the Entebbe logistics hub, inter-mission coordination with the United Nations Mission in the Sudan (UNMIS), the United Nations Operation in Burundi (ONUB) and the United Nations Mission in Ethiopia and Eritrea (UNMEE) in respect of personnel and assets transiting through the Entebbe logistics hub and coordination of the implementation of logistical support tasks by Integrated Support Services sections; monitoring of logistical support performance, collecting and analysing information on logistical support requirements; maintaining databases and conducting regular field assessment missions and conducting contingent-owned equipment arrival, operational readiness, periodical and repatriation inspections and verifications.

134. In order to provide dedicated support to the divisional and brigade-level command structures of the Mission and ensure effective interface between military headquarters and the Mission's Administration, the Centre would deploy a Planning and Liaison Officer (P-4), an Operations Officer (P-3) and three Administrative Assistants (2 Field Service and 1 General Service (Other level)) to the Kisangani divisional headquarters, as well as three teams, each comprising a Planning and Liaison Officer (P-3) and an Operations Officer (Field Service) to the Brigade headquarters in Bunia, Goma and Bukavu.

135. The Mission Support Centre would include the Contingent-owned Equipment Unit, headed by a Contingent-owned Equipment Officer (P-4) who would be responsible for conducting contingent-owned equipment arrival, operational readiness, periodical and repatriation inspections and verifications, drafting inspection, verification and contingent self-sustainment reports, maintaining centralized Mission-wide and field databases and arranging for the training of contingent personnel in United Nations contingent-owned equipment policies and procedures. The Unit would comprise a total of 12 posts (1 P-4, 1 P-3, 9 Field Service and 1 General Service (Other level)) and 13 United Nations Volunteers positions, with the incumbents of 4 posts (1 P-4, 1 P-3, 1 Field Service, 1 General Service (Other level)) and 1 United Nations Volunteers position deployed at Mission headquarters in Kinshasa, incumbents of 6 posts (Field Service) and 9 United Nations Volunteers positions deployed to the regional administrative offices and incumbents of 2 posts (Field Service) and 3 United Nations Volunteers positions to the field administrative offices in Bunia and Bukavu.

136. The proposed staffing establishment of the Mission Support Centre, including the Contingent-owned Equipment Unit, would comprise 63 posts (1 P-5, 6 P-4, 7 P-3, 4 P-2, 21 Field Service, 11 General Service (Other level) and 13 national General Service staff) and 30 United Nations Volunteers positions, with the incumbents of 16 posts (1 P-5, 3 P-4, 1 P-3, 3 P-2, 4 Field Service, 1 General Service (Other level) and 3 national General Service staff) and 5 United Nations Volunteers positions deployed at the Mission headquarters in Kinshasa, incumbents of 12 posts (2 P-4, 1 P-3, 7 Field Service and 2 General Service (Other level)) and 12 United Nations Volunteers positions deployed to the regional administrative offices, incumbents of 31 posts (1 P-4, 4 P-3, 8 Field Service, 8 General Service (Other level) and 10 national General Service staff) and 13 United Nations Volunteers positions deployed to the field administrative offices in Bunia and Bukavu and incumbents of 4 posts (1 P-3, 1 P-2 and 2 Field Service) assigned to the Entebbe logistics hub.

137. Compared to the 2005/06 period, the staffing requirements of the Mission Support Centre represent an increase of 18 posts (2 P-4, 1 P-3, 2 P-2, 11 Field Service, 2 General Service (Other level)), offset by the decrease of 5 United Nations Volunteers positions, and would be partially accommodated by the redeployment of 4 posts (1 P-4, 2 P-2 and 1 Field Service) from the Office of the Director of Administration (ex-Mission Support Planning Unit) and the proposed conversion to posts of 4 general temporary assistance positions (2 Field Service and 2 General Service (Other level)) from the Military Planning, Support and Liaison Office as well as the proposed conversion of 3 general temporary assistance positions (Field Service) of the Contingent-owned Equipment Unit authorized by the General Assembly in its resolution 60/121 for the 2005/06 period for the expansion of MONUC.

Supply Section[a]

	International staff										
Civilian staff	*USG -ASG*	*D-2 -D-1*	*P-5 -P-4*	*P-3 -P-1*	*Field Service*	*General Service*	*Security Service*	**Subtotal**	*National staff*[b]	*United Nations Volunteers*	**Total**
Mission headquarters											
Approved 2005/06	—	—	2	3	7	—	—	**12**	21	9	**42**
Proposed 2006/07	—	—	3	2	4	—	—	**9**	4	1	**14**
Net change	**—**	**—**	**1**	**(1)**	**(3)**	**—**	**—**	**(3)**	**(17)**	**(8)**	**(28)**
Field											
Approved 2005/06	—	—	—	6	12	8	—	**26**	55	22	**103**
Proposed 2006/07	—	—	—	8	24	8	—	**40**	97	34	**171**
Net change	**—**	**—**	**—**	**2**	**12**	**—**	**—**	**14**	**42**	**12**	**68**
Total											
Approved 2005/06	—	—	2	9	19	8	—	**38**	76	31	**145**
Proposed 2006/07	—	—	3	10	28	8	—	**49**	101	35	**185**
Net change[c]	**—**	**—**	**1**	**1**	**9**	**—**	**—**	**11**	**25**	**4**	**40**

[a] Includes the Fuel Unit.

[b] Includes national officers and national General Service staff.

[c] Includes 26 posts (6 Field Service and 20 national General Service staff) to be converted from general temporary assistance positions and 8 additional United Nations Volunteers positions authorized by the General Assembly in its resolution 60/121.

Justification

138. The Supply Section would be headed by a Chief Supply Officer (P-5) and would be responsible for implementation of the Mission's expendable and non-expendable commodities supply programme, management and distribution of general supplies and specialized stores, including furniture, stationery, cleaning supplies, accoutrements and other miscellaneous supplies, aviation and diesel fuel, gasoline, oil and lubricants, drinking and bulk water and rations, overall management and supervision of the rations and fuel operations, planning and coordination of rations inspections and liaison with contingents in respect of rations quality and delivery timeliness, delivery of general stores items, warehousing and distribution of supplies throughout the Mission area, implementation of warehousing management modernization practices, supervision and management of Mission-wide warehousing, distribution and supply operations, liaison with the regional and field administrative offices to ensure timely and responsive supply support, management of inventory adjustments, maintenance of appropriate stock levels to sustain Mission operations and implementation of acquisition plans in line with inventory holdings and consumption patterns.

139. The Supply Section would include the Fuel Unit, headed by a Chief (P-4), who would be responsible for management and oversight of the Mission's fuel operations, planning and monitoring of fuel consumption, ensuring fuel quality, maintaining fuel equipment and conducting safety inspections throughout the Mission area as well as monitoring the delivery of fuel and its dispensing at vehicle

refuelling stations. In addition to the post of the Chief of Unit, the Unit would comprise 49 posts (3 P-3, 1 P-2, 9 Field Service; 2 General Service (Other level), 34 national General Service staff) and 12 United Nations Volunteers positions, with the incumbents of 4 posts (1 P-4, 1 P-3, 1 Field Service and 1 national General Service staff) deployed to Mission headquarters in Kinshasa, incumbents of 44 posts (1 P-2, 2 P-3, 7 Field Service, 2 General Service (Other level) and 32 national General Service staff) and 12 United Nations Volunteers positions deployed to support field offices and operations and incumbents of 2 posts (1 Field Service and 1 national General Service staff) assigned to the Entebbe logistics base.

140. The total staffing establishment of the Section would comprise 150 posts (1 P-5, 2 P-4, 9 P-3, 1 P-2, 28 Field Service, 8 General Service (Other level), 101 national staff, including 5 national officers) and 35 United Nations Volunteers positions, with incumbents of 13 posts (1 P-5, 2 P-4, 2 P-3, 4 Field Service, 4 national General Service staff) and 1 United Nations Volunteers position deployed to Mission headquarters in Kinshasa, 3 Supply Officers (P-3) deployed to regional administrative offices, the incumbents of 121 posts (3 P-3, 1 P-2, 20 Field Service, 8 General Service (Other level) and 89 national staff, including 5 national officers) and 32 United Nations Volunteers positions deployed to the field offices and incumbents of 13 posts (1 P-3, 4 Field Service, 8 national General Service staff) and 2 United Nations Volunteers positions deployed to the Entebbe logistics hub.

141. Compared to the 2005/06 period, the proposed staffing establishment represents an increase of 36 posts (1 P-4, 1 P-3, 9 Field Service, 25 national staff, including 5 national officers), 4 United Nations Volunteers positions that would be partially accommodated through the redeployment of 5 posts (2 P-3 and 3 Field Service), 1 United Nations Volunteers position from the Contracts Management Section, Administrative Services, the proposed conversion of 26 general temporary assistance positions (6 Field Service, 20 national General Service staff) and the retention of 8 additional United Nations Volunteers positions authorized by the General Assembly in its resolution 60/121 for the 2005/06 period for the expansion of MONUC.

Engineering Section[a]

	International staff										
Civilian staff	*USG-ASG*	*D-2-D-1*	*P-5-P-4*	*P-3-P-1*	*Field Service*	*General Service*	*Security Service*	***Subtotal***	*National staff*[b]	*United Nations Volunteers*	***Total***
Mission headquarters											
Approved 2005/06	—	—	3	4	5	4	—	**16**	44	15	**75**
Proposed 2006/07	—	—	3	6	3	4	—	**16**	9	8	**33**
Net change	**—**	**—**	**—**	**2**	**(2)**	**—**	**—**	**—**	**(35)**	**(7)**	**(42)**
Field											
Approved 2005/06	—	—	—	9	17	7	—	**33**	118	28	**179**
Proposed 2006/07	—	—	—	7	23	10	—	**40**	246	67	**353**
Net change	**—**	**—**	**—**	**(2)**	**6**	**3**	**—**	**7**	**128**	**39**	**174**

	International staff										
Civilian staff	*USG-ASG*	*D-2-D-1*	*P-5-P-4*	*P-3-P-1*	*Field Service*	*General Service*	*Security Service*	**Subtotal**	*National staff*[b]	*United Nations Volunteers*	***Total***
Total											
Approved 2005/06	—	—	3	13	22	11	—	**49**	162	43	**254**
Proposed 2006/07	—	—	3	13	26	14	—	**56**	255	75	**386**
Net change[c]	**—**	**—**	**—**	**—**	**4**	**3**	**—**	**7**	**93**	**32**	**132**

[a] Includes Geographical Information Systems Cell and Facilities/Camp Management Services Unit.

[b] Includes national officers and national General Service staff.

[c] Includes 43 posts (2 Field Service, 41 national staff, including 3 national officers) to be converted from general temporary assistance positions and 7 additional United Nations Volunteers positions authorized by the General Assembly in its resolution 60/121.

Justification

142. The Engineering Section would be headed by a Chief Engineer (P-5) and would be responsible for overall management of the Mission's engineering assets and resources, strategic planning and coordination of the activities of the regional and field offices, implementation of construction and buildings and facilities refurbishment projects, supervision of contractual engineering work, maintenance of the Mission's office premises and accommodation facilities, administration of the engineering stores and supplies, installation and operation of water-purification and bottling plants and supervision of operational aspects of the implementation of the Inter-Agency Airfield Rehabilitation Agreement, site preparation and construction of accommodation facilities, helipads, headquarters and command posts in support of military contingents, in particular in the east of the country; implementation of engineering projects in support of disarmament, demobilization, repatriation, resettlement or reintegration programmes, expansion of the Entebbe logistics hub and management of engineering assets and materials. The Engineering Section would include the Geographical Information Systems Cell and the Facilities and Camp Management Services Unit redeployed from the disbanded General Services Section.

143. The Geographical Information Systems Cell would be headed by a Chief Geographical Information Systems Officer (P-4) and would be responsible for the collection, evaluation, analysis and dissemination of geographic information and coordination of geographical information requirements with the Mission's military and United Nations police components. In addition to the post of the Chief of Cell, the proposed staffing establishment of the Cell would comprise five posts (1 P-2, 3 General Service (Other level) and 1 national General Service staff) and six United Nations Volunteers positions, with the incumbents of four posts (1 P-4, 2 General Service (Other level) and 1 national General Service staff) and three United Nations Volunteers positions deployed at Mission headquarters in Kinshasa. The incumbents of the remaining two posts (1 Field Service and 1 General Service (Other level)) and three United Nations Volunteers positions would provide support to field administrative offices in Kisangani and Bukavu.

144. The Facilities and Camp Management Services Unit would be headed by a Chief of Unit (P-3) and would be responsible for operation and maintenance of the Mission's buildings, office and accommodation facilities and support infrastructure

(sewage, solid waste removal, cleaning and pest, rodent and insect control), monitoring and supervision of contractual camp management services at 30 locations and multiple sites where the Mission has established its presence, as well as development and implementation of office allocation plans for Mission personnel. In view of the functional responsibilities of the Chief of Unit, the incumbent of the post, supported by an Administrative Assistant (General Service (Other level)), would be deployed to the Kinshasa regional administrative office.

145. In addition to the posts of the Chief of Unit and his/her Administrative Assistant, the proposed staffing establishment of the Unit would comprise 74 posts (1 P-2, 3 Field Service, 2 General Service (Other level) and 68 national General Service staff) and 25 United Nations Volunteers positions, with the incumbent of 1 post (General Service (Other level)) deployed at Mission headquarters in Kinshasa, with the incumbents of 68 posts (1 P-2, 2 Field Service, 1 General Service (Other level) and 64 national General Service staff) and 24 United Nations Volunteers positions deployed to field administrative offices and incumbents of 5 posts (1 Field Service and 4 national General Service staff) and 1 United Nations Volunteers position deployed to the Entebbe logistics hub.

146. The total proposed staffing establishment of the Section would comprise 311 posts (1 P-5, 2 P-4, 9 P-3, 4 P-2, 26 Field Service, 14 General Service (Other level) and 255 national staff, including 8 national officers) and 75 United Nations Volunteers positions, with the incumbents of 25 posts (1 P-5, 2 P-4, 4 P-3, 2 P-2, 3 Field Service, 4 General Service (Other level) and 9 national staff, including 2 national officers) and 8 United Nations Volunteers positions deployed at Mission headquarters in Kinshasa, incumbents of 17 posts (4 P-3, 3 Field Service, 1 General Service (Other level) and 9 national staff, including 6 national officers) and 6 United Nations Volunteers positions deployed to the regional administrative offices, incumbents of 228 posts (1 P-3, 2 P-2, 13 Field Service, 9 General Service (Other level) and 203 national General Service staff) and 57 United Nations Volunteers positions to the field administrative offices and incumbents of 41 posts (7 Field Service and 34 national General Service staff) and 4 United Nations Volunteers positions assigned to the Entebbe logistics hub.

147. Compared to the 2005/06 period, the staffing requirements of the Engineering Section represent an increase of 100 posts (4 Field Service, 3 General Service (Other level) and 93 national staff, including 5 national officers) and 32 United Nations Volunteers positions, reflect the redeployment to the Section of the Facilities and Camp Management Unit from the disbanded General Services Section and include the proposed conversion to posts of 43 general temporary assistance positions (2 Field Service and 41 national staff, including 3 national officers) and the retention of 7 additional United Nations Volunteers positions authorized by the General Assembly in its resolution 60/121 for the 2005/06 period for the expansion of MONUC.

Communications and Information Technology Section[a]

	International staff										
Civilian staff	USG -ASG	D-2 -D-1	P-5 -P-4	P-3 -P-1	Field Service	General Service	Security Service	Subtotal	National staff[b]	United Nations Volunteers	Total
Mission headquarters											
Approved 2005/06	—	—	3	1	20	11	—	35	35	27	97
Proposed 2006/07	—	—	3	—	1	1	—	5	1	1	7
Net change	—	—	—	**(1)**	**(19)**	**(10)**	—	**(30)**	**(34)**	**(26)**	**(90)**
Field											
Approved 2005/06	—	—	—	14	15	5	—	34	63	36	133
Proposed 2006/07	—	—	—	16	55	15	—	86	173	84	343
Net change	—	—	—	**2**	**40**	**10**	—	**52**	**110**	**48**	**210**
Total											
Approved 2005/06	—	—	3	15	35	16	—	69	98	63	**230**
Proposed 2006/07	—	—	3	16	56	16	—	91	174	85	**350**
Net change[c]	—	—	—	**1**	**21**	—	—	**22**	**76**	**22**	**120**

[a] Includes Communications Unit and Information Technology Unit.

[b] National General Service staff.

[c] Includes 35 posts (14 Field Service and 21 national General Service staff) to be converted from general temporary assistance positions, and 19 additional United Nations Volunteers positions authorized by the General Assembly in its resolution 60/121.

Justification

148. The Communications and Information Technology Section would be headed by a Chief Communications and Information Technology Officer (P-5) and would be responsible for overall strategic planning of the communications and information technology infrastructure Mission-wide, provision of uninterrupted communications and information technology services and installation and maintenance of equipment and systems in the Mission area. Based on the functional nature of the mail and pouch operations and of the management and maintenance of the Mission's official records, the Section would include personnel responsible for these functions redeployed from the disbanded General Services Section. The Communications and Information Technology Section would comprise the Communications Unit and the Information Technology Unit.

149. The Communications Unit would be headed by a Chief Communications Officer (P-4) and would be responsible for installation, operation and maintenance of the communications infrastructure and systems throughout the Mission area, inclusive of very small aperture terminal (VSAT) systems, telephone exchanges, repeaters and transmitters, microwave links, radio studios and relays; coordination and provision of operational guidance in the respective regions on the installation, operation, maintenance and repair of satellite, microwave, very high frequency (VHF), high frequency (HF) and trunking equipment and networks, operation of the Mission's central switchboard and telephone networks, administration of the billing

system, management of communications spare parts stores and supplies as well as delivery and collection of incoming and outgoing mail, including contingent mail, and management of pouch operations throughout the Mission area. The Unit's personnel deployed to the Entebbe logistics hub would be responsible for warehouse management, special equipment installation and maintenance, disaster recovery and business continuity services, high-frequency long-range communications technical support and second-level maintenance of communications equipment and warehousing and management of communications equipment, spare parts stocks and supplies.

150. The proposed staffing establishment of the Unit would comprise 168 posts (1 P-4, 4 P-3, 4 P-2, 38 Field Service, 2 General Service (Other level) and 119 national General Service staff) and 46 United Nations Volunteers positions and would include 36 posts (4 Field Service and 32 national General Service staff) redeployed from the disbanded General Services Section.

151. The incumbents of 2 posts (1 P-4 and 1 Field Service) and 1 United Nations Volunteers position would be deployed to the Mission's headquarters, 3 national General Service staff deployed to regional administrative offices, with the incumbents of 156 posts (4 P-3, 4 P-2, 34 Field Service, 2 General Service (Other level) and 112 national General Service staff) and 43 United Nations Volunteers positions deployed to the field administrative offices and incumbents of 7 posts (3 Field Service and 4 national General Service staff) and 2 United Nations Volunteers positions to the Entebbe logistics hub.

152. The Information Technology Unit would be headed by a Chief Information Technology Officer (P-4) and would be responsible for operation, maintenance and repair of the Mission's information technology networks and infrastructure, application development, network security, access control and data integrity, applications and database systems administration, user support and training, as well as management and maintenance of the Mission's official records, including electronic archiving, and documents reproduction. The Unit's personnel deployed to the Entebbe logistics hub would be responsible for providing first-level maintenance of equipment and management of the Mission's information systems, administering Lotus Notes and Mission critical applications (Galileo, Mercury) and providing help-desk services, disaster recovery and business continuity.

153. The proposed staffing establishment of the Unit would comprise 94 posts (1 P-4, 8 P-3, 18 Field Service, 13 General Service (Other level) and 54 national General Service staff) and 39 United Nations Volunteers positions and would include 9 posts (1 P-3, 3 Field Service and 5 national General Service staff) and 3 United Nations Volunteers positions redeployed from the disbanded General Services Section.

154. The head of the Unit (P-4) would be deployed to the Mission's headquarters, 2 Information Technology Officers (P-3) to regional administrative offices, with the incumbents of 84 posts (6 P-3, 15 Field Service, 13 General Service (Other level) and 50 national General Service staff) and 37 United Nations Volunteers positions deployed to the field administrative offices and incumbents of 7 posts (3 Field Service and 4 national General Service staff) and 2 United Nations Volunteers positions deployed to the Entebbe logistics hub.

155. Compared to the 2005/06 period, the staffing requirements of the Communications and Information Technology Section represent an increase of 98 posts (1 P-3, 21 Field Service and 76 national General Service staff) and 22 United Nations Volunteers positions and reflect the proposed conversion to posts of 35 general temporary assistance positions (14 Field Service and 21 national General Service staff), the retention of 19 additional United Nations Volunteers positions authorized by the General Assembly in its resolution 60/121 and the redeployment of 45 posts (1 P-3, 7 Field Service and 37 national General Service staff) and 3 United Nations Volunteers from the disbanded General Services Section.

Movement Control Section

	International staff										
Civilian staff	*USG-ASG*	*D-2-D-1*	*P-5-P-4*	*P-3-P-1*	*Field Service*	*General Service*	*Security Service*	***Subtotal***	*National staff*[a]	*United Nations Volunteers*	***Total***
Mission headquarters											
Approved 2005/06	—	—	1	—	10	—	—	**11**	16	6	**33**
Proposed 2006/07	—	—	1	2	7	—	—	**10**	8	6	**24**
Net change	—	—	—	**2**	**(3)**	—	—	**(1)**	**(8)**	—	**(9)**
Field											
Approved 2005/06	—	—	—	3	10	10	—	**23**	64	19	**106**
Proposed 2006/07	—	—	—	4	25	10	—	**39**	108	36	**183**
Net change	—	—	—	**1**	**15**	—	—	**16**	**44**	**17**	**77**
Total											
Approved 2005/06	—	—	1	3	20	10	—	**34**	80	25	**139**
Proposed 2006/07	—	—	1	6	32	10	—	**49**	116	42	**207**
Net change[b]	—	—	—	**3**	**12**	—	—	**15**	**36**	**17**	**68**

[a] National General Service staff.

[b] Includes 20 posts (3 P-3, 7 Field Service and 10 national General Service staff) to be converted from general temporary assistance positions, and 6 additional United Nations Volunteers positions authorized by the General Assembly in its resolution 60/121.

Justification

156. The Movement Control Section would be headed by a Chief Movement Control Officer (P-5) and would be responsible for Mission-wide coordination of the air, river, sea and surface cargo and personnel movement requirements; deployment, rotation and repatriation of military contingents, military observers, formed police personnel, United Nations police officers and the Mission's civilian personnel; transportation of contingent-owned and United Nations-owned equipment and personal effects of civilian personnel to, from and within the Mission area, customs clearance, including dangerous goods, handling of passenger, cargo and warehousing operations.

157. The proposed staffing establishment of the Section would comprise 165 posts (1 P-5, 6 P-3, 32 Field Service, 10 General Service (Other level) and 116 national General Service staff) and 42 United Nations Volunteers positions and would include 10 national General Service staff posts (Travel Clerks) redeployed from the Travel Unit of the disbanded General Services Section.

158. The incumbents of 18 posts (1 P-5, 2 P-3, 7 Field Service and 8 national General Service staff) and 6 United Nations Volunteers positions would be deployed to Mission headquarters in Kinshasa, 3 Movement Control Officers (Field Service) to regional administrative offices, with the incumbents of 119 posts (4 P-3, 14 Field Service, 10 General Service (Other level) and 91 national General Service staff) and 30 United Nations Volunteers positions deployed to the field administrative offices and incumbents of 25 posts (8 Field Service and 17 national General Service staff) and 6 United Nations Volunteers positions to the Entebbe logistics hub.

159. Compared to the 2005/06 period, the staffing requirements of the Movement Control Section represent an increase of 51 posts (3 P-3, 12 Field Service and 36 national General Service staff) and 17 United Nations Volunteers positions and reflect the proposed conversion to posts of 20 general temporary assistance positions (3 P-3, 7 Field Service and 10 national General Service staff), the retention of 6 additional United Nations Volunteers positions authorized by the General Assembly in its resolution 60/121 for the 2005/06 period for the expansion of MONUC and the redeployment of 10 posts (national General Service staff) from the disbanded General Services Section.

Transport Section

	International staff										
Civilian staff	*USG-ASG*	*D-2-D-1*	*P-5-P-4*	*P-3-P-1*	*Field Service*	*General Service*	*Security Service*	***Subtotal***	*National staff*[a]	*United Nations Volunteers*	***Total***
Mission headquarters											
Approved 2005/06	—	—	1	1	8	1	—	**11**	54	7	**72**
Proposed 2006/07	—	—	1	1	4	1	—	**7**	5	1	**13**
Net change	—	—	—	—	**(4)**	—	—	**(4)**	**(49)**	**(6)**	**(59)**
Field											
Approved 2005/06	—	—	—	3	10	3	—	**16**	131	26	**173**
Proposed 2006/07	—	—	—	3	15	3	—	**21**	241	37	**299**
Net change	—	—	—	—	**5**	—	—	**5**	**110**	**11**	**126**
Total											
Approved 2005/06	—	—	1	4	18	4	—	**27**	185	33	**245**
Proposed 2006/07	—	—	1	4	19	4	—	**28**	246	38	**312**
Net change	—	—	—	—	**1**	—	—	**1**	**61**	**5**	**67**

[a] Includes national officers and national General Service staff.

Justification

160. The Transport Section would be headed by a Chief Transport Officer (P-5) and would be responsible for strategic Mission-wide planning and resourcing of the Mission's ground transportation services, maintenance and repair of the Mission's vehicle fleet and operation of vehicle workshops, allocation and distribution of vehicles, operation of the electronic CarLog and Fuel Log systems, formulation and implementation of road safety standards, procedures and guidelines, management of the Mission's spare parts stores and supplies and provision of dispatch services.

161. The proposed staffing establishment of the Section would comprise 274 posts (1 P-5, 3 P-3, 1 P-2, 19 Field Service, 4 General Service (Other level) and 246 national staff, including 3 national officers) and 38 United Nations Volunteers positions.

162. The Section would deploy the incumbents of 12 posts (1 P-5, 1 P-2, 4 Field Service, 1 General Service (Other level) and 5 national General Service staff) and 1 United Nations Volunteers position to Mission headquarters, with 3 Transport Officers (P-3) and 3 Clerks (national General Service staff) deployed to regional administrative offices at Kinshasa, Bunia and Bukavu and the incumbents of 242 posts (13 Field Service, 3 General Service (Other level) and 226 national staff, including 3 national officers) and 34 United Nations Volunteers positions deployed to the field administrative offices.

163. In order to provide for the ground transportation support at the Entebbe logistics hub, the Section would deploy the incumbents of 14 posts (2 Field Service and 12 national General Service staff) and 3 United Nations Volunteers positions to Entebbe.

164. Compared to the 2005/06 period, the staffing requirements of the Transport Section reflect an increase of 62 posts (1 Field Service and 61 national staff, including 3 national officers) and 5 United Nations Volunteers positions.

Aviation Section

	International staff										
Civilian staff	*USG-ASG*	*D-2-D-1*	*P-5-P-4*	*P-3-P-1*	*Field Service*	*General Service*	*Security Service*	***Subtotal***	*National staff*[a]	*United Nations Volunteers*	***Total***
Mission headquarters											
Approved 2005/06	—	—	2	6	6	—	—	**14**	10	9	**33**
Proposed 2006/07	—	—	2	7	9	1	—	**19**	7	10	**36**
Net change	**—**	**—**	**—**	**1**	**3**	**1**	**—**	**5**	**(3)**	**1**	**3**
Field											
Approved 2005/06	—	—	—	8	17	5	—	**30**	32	18	**80**
Proposed 2006/07	—	—	—	11	21	4	—	**36**	71	49	**156**
Net change	**—**	**—**	**—**	**3**	**4**	**(1)**	**—**	**6**	**39**	**31**	**76**

	International staff										
Civilian staff	*USG-ASG*	*D-2-D-1*	*P-5-P-4*	*P-3-P-1*	*Field Service*	*General Service*	*Security Service*	***Subtotal***	*National staff*[a]	*United Nations Volunteers*	***Total***
Total											
Approved 2005/06	—	—	2	14	23	5	—	**44**	42	27	**113**
Proposed 2006/07	—	—	2	18	30	5	—	**55**	78	59	**192**
Net change[b]	—	—	—	**4**	**7**	—	—	**11**	**36**	**32**	**79**

[a] Includes national officers and national General Service staff.

[b] Includes 15 posts (1 P-2, 6 Field Service, 6 national General Service staff and 2 national officers) to be converted from general temporary assistance positions and 5 additional United Nations Volunteers positions authorized by the General Assembly in its resolution 60/121.

Justification

165. The Aviation Section would be headed by a Chief Aviation Officer (P-5) and would be responsible for strategic planning and coordination of the utilization of the Mission's air assets, including commercial aircraft and aircraft provided under the letter-of-assist arrangements, implementation of the aviation quality assurance programmes, monitoring technical compliance of aircraft with the established standards and requirements, provision of Mission-wide risk assessment, aeronautical and meteorological information to aircrews, liaison with national and international aviation authorities, provision of flight clearances and flight following; implementation of a coordinated air support system throughout the Mission area; and development and implementation of standard aviation operating procedures, operational control of the air charter contracts, airfield services and airfield rehabilitation projects, management of air terminal operations and conduct of surveys and assessment of the remote sites airfields and helicopter landing zones. In order to coordinate and manage air operations at the regional level, including pre-tasking reviews and tasking of air assets, flight following and risk management, the Section would deploy its staff to the regional administrative offices in Bukavu, Bunia and Kinshasa. Immediate support to air operations, including technical inspection of aircraft deployed in the field, implementation of quality assurance programmes, fire and rescue support, managing ramp and access control for United Nations air terminals, tarmacs and hangars, including airport and air traffic control services, would be provided by aviation personnel deployed to the field administrative offices.

166. In order to coordinate air operations in support of the Mission's military and formed police personnel deployed in the east of the Democratic Republic of the Congo, support the strategic airlift of troops and cargo transiting Entebbe for deployment in UNMIS, UNMEE and ONUB and provide operational support to, and tasking of seven commercially contracted aircraft (six fixed-wing and one helicopter) positioned in Entebbe, the Section would establish a Strategic Flight Operations Centre at the Entebbe logistics hub.

167. The proposed staffing establishment of the Section would comprise 133 posts (1 P-5, 1 P-4, 9 P-3, 9 P-2, 30 Field Service, 5 General Service (Other level) and 78 national staff, including 2 national officers) and 59 United Nations Volunteers positions.

168. The Section would deploy incumbents of 26 posts (1 P-5, 1 P-4, 2 P-3, 5 P-2, 9 Field Service, 1 General Service (Other level) and 7 national staff, including 2 national officers) and 10 United Nations Volunteers positions to Mission headquarters in Kinshasa, 3 Aviation Officers (P-3) to regional administrative offices, incumbents of 90 posts (3 P-3, 4 P-2, 19 Field Service, 3 General Service (Other level) and 61 national General Service staff) and 46 United Nations Volunteers positions to the field administrative offices and incumbents of 14 posts (1 P-3, 2 Field Service, 1 General Service (Other level) and 10 national General Service staff) and 3 United Nations Volunteers to the Entebbe logistics hub.

169. Compared to the 2005/06 period, the staffing requirements of the Aviation Section represent an increase of 47 posts (4 P-2, 7 Field Service and 36 national staff, including 2 national officers) and 32 United Nations Volunteers positions and reflect the proposed conversion to posts of 15 general temporary assistance positions (1 P-2, 6 Field Service and 8 national staff, including 2 national officers) and the retention of 5 additional United Nations Volunteers authorized by the General Assembly in its resolution 60/121 for the 2005/06 period for the expansion of MONUC.

Property Management Section

	International staff										
Civilian staff	*USG-ASG*	*D-2-D-1*	*P-5-P-4*	*P-3-P-1*	*Field Service*	*General Service*	*Security Service*	***Subtotal***	*National staff*[a]	*United Nations Volunteers*	***Total***
Mission headquarters											
Approved 2005/06	—	—	—	—	—	—	—	—	—	—	—
Proposed 2006/07	—	—	1	2	5	1	—	9	3	1	13
Net change	—	—	**1**	**2**	**5**	**1**	—	**9**	**3**	**1**	**13**
Field											
Approved 2005/06	—	—	—	—	—	—	—	—	—	—	—
Proposed 2006/07	—	—	—	—	9	5	—	14	33	9	56
Net change	—	—	—	—	**9**	**5**	—	**14**	**33**	**9**	**56**
Total											
Approved 2005/06	—	—	—	—	—	—	—	—	—	—	—
Proposed 2006/07	—	—	1	2	14	6	—	23	36	10	69
Net change[b]	—	—	**1**	**2**	**14**	**6**	—	**23**	**36**	**10**	**69**

[a] National General Service staff.

[b] Includes 12 posts (2 Field Service and 10 national General Service staff) to be converted from general temporary assistance positions, and 1 United Nations Volunteers position authorized by the General Assembly in its resolution 60/121.

Justification

170. The proposed establishment of a Property Management Section is aimed at the consolidation of the asset management and disposal functions in the Mission with a view to improving inventory control and expediting disposal actions in respect of

the written-off inventory items. As at 30 June 2005, the value of the Mission's non-expendable inventory stood at $173.1 million.

171. The Section would be headed by a Chief Property Management Officer (P-4) and would be responsible for management and maintenance of the Mission's electronic assets control system, inventory management and reduction of inventory levels, disposal of written-off assets, provision of specialist inventory and supply-chain management advice to self-accounting units, continual review of store-holder inventories at all levels within the Mission, modernization of warehousing standards and practices, reduction of inventory processing times, collection, collation and analysis of stock holdings and stock consumption data. The Section would include the immediate office of the Chief, the Receiving and Inspection Unit and the Asset Disposal Unit.

172. The proposed staffing establishment of the Section would comprise 59 posts (1 P-4, 2 P-3, 14 Field Service, 6 General Service (Other level), 36 national General Service staff) and 10 United Nations Volunteers positions and reflects the redeployment of 36 posts (1 P-3, 9 Field Service, 6 General Service (Other level) and 20 national General Service staff) and 9 United Nations Volunteers positions from the Receiving and Inspection and Asset Disposal Units of the disbanded General Services Section and the proposed conversion to posts of 12 general temporary assistance positions (2 Field Service, 10 national General Service staff) and the retention of 1 additional United Nations Volunteers position authorized by the General Assembly in its resolution 60/121 for the 2005/06 period for the expansion of MONUC for the ex-General Services Section.

173. The Section would deploy the incumbents of 12 posts (1 P-4, 2 P-3, 5 Field Service, 1 General Service (Other level) and 3 national General Service staff) and 1 United Nations Volunteers position to Mission headquarters, with the incumbents of 39 posts (7 Field Service, 3 General Service (Other level) and 29 national General Service staff), 7 United Nations Volunteers positions deployed to the field administrative offices and the incumbents of 8 posts (2 Field Service, 2 General Service (Other level), 4 national General Service staff) and 2 United Nations Volunteers positions deployed to the Entebbe logistics hub.

Security and Safety Section

	International staff										
Civilian staff	*USG-ASG*	*D-2-D-1*	*P-5-P-4*	*P-3-P-1*	*Field Service*	*General Service*	*Security Service*	***Subtotal***	*National staff*[a]	*United Nations Volunteers*	***Total***
Mission headquarters											
Approved 2005/06	—	—	3	5	30	3	—	**41**	32	3	**76**
Proposed 2006/07	—	—	4	7	41	3	—	**55**	56	3	**114**
Net change	—	—	**1**	**2**	**11**	—	—	**14**	**24**	—	**38**

	International staff										
Civilian staff	*USG-ASG*	*D-2-D-1*	*P-5-P-4*	*P-3-P-1*	*Field Service*	*General Service*	*Security Service*	**Subtotal**	*National staff*[a]	*United Nations Volunteers*	**Total**
Field											
Approved 2005/06	—	—	—	6	28	10	—	**44**	100	—	**144**
Proposed 2006/07	—	—	—	6	45	11	—	**62**	177	2	**241**
Net change	—	—	—	—	**17**	**1**	—	**18**	**77**	**2**	**97**
Total											
Approved 2005/06	—	—	3	11	58	13	—	**85**	132	3	**220**
Proposed 2006/07	—	—	4	13	86	14	—	**117**	233	5	**355**
Net change[b]	—	—	**1**	**2**	**28**	**1**	—	**32**	**101**	**2**	**135**

[a] Includes national officers and national General Service staff.

[b] Includes 86 posts (1 P-4, 2 P-2, 27 Field Service, 1 General Service (Principal level) and 55 national General Service staff) to be converted from general temporary assistance positions and 2 additional United Nations Volunteers positions authorized by the General Assembly in its resolution 60/121.

Justification

174. The Security and Safety Section would be headed by a Chief Security Officer (P-5), who would be responsible for security and safety of the Mission's personnel and property, compliance with the minimum operating security standards and minimum residential security standards, establishment and maintenance of the Mission-wide security management system and the contingency and evacuation plans, integration of the security system of the Mission and United Nations agencies, funds and programmes, liaison with the Government and local authorities on all security matters, conduct of threat assessments, risk analysis and investigations, provision of emergency response 24 hours a day, 7 days a week, management and supervision of local security guard and patrol units and provision of close protection to senior Mission officials and high-level delegations. The Section would comprise the Pass and Identification Unit, Security Information and Coordination Unit, Security Planning Unit, Special Investigations Unit, Fire and Safety Unit, Close Protection Unit, Airport Site Security Unit and Training Unit, as well as the Security Operations Centre and Regional and Field Security Offices.

175. The Chief Security Officer would be assisted by a Deputy (P-4) responsible for reviewing and updating the security plans and arrangements Mission-wide, liaising with the United Nations agencies, funds and programmes, United Nations police, military contingents, non-governmental organizations and the diplomatic community, as well as the local police and military, assisting and advising the regional security officers on matters relating to the protection of the Mission's personnel and property, training of security personnel and supervising the administrative activities of the Section. The immediate offices of the Chief Security Officer and his/her Deputy would be supported by a Security Officer (Field Service), two Administrative Assistants (1 General Service (Other level) and 1 United Nations Volunteer) and three Administrative Clerks (national General Service staff).

176. The Pass and Identification Unit, reporting to the Deputy Chief Security Officer, would be responsible for control and issuance and maintenance of identification cards to the Mission's personnel, contractors, staff of the United Nations agencies, funds and programmes and other personnel and maintenance of the identification cards database. The staffing establishment of the Unit would comprise a Supervisor (United Nations Volunteer) and 2 Administrative Clerks (national General Service staff).

177. The Security Information Coordination Unit would be headed by a Chief Security Information Coordination Officer (P-4) reporting to the Chief Security Officer, who would be responsible for coordinating with the military contingents, military observers and United Nations police the collection of security-related information, liaising with national authorities on security issues, collating and disseminating security information, including identification of potential threats, providing the Joint Mission Analysis Cell with security-related information and advice, conducting risk and threat assessment in the Mission area, providing updates to the security evacuation plans and conducting briefings on the security situation to new staff and maintaining a database of security incidents. The Chief of Unit would be assisted by 3 Information Analysts (Field Service) and supported by 10 Security Information Coordination Clerks (national General Service staff).

178. The Security Planning Unit would be headed by a Chief Security Planning Officer (P-3) reporting to the Deputy Chief Security Officer and would be responsible for planning, coordination and execution of security plans and warden systems Mission-wide, including the biannual review and update of regional security contingency plans; development and maintenance of an integrated personnel tracking system and an interactive security website, selection and training of residential wardens in Kinshasa and conduct of security planning briefings for all Mission civilian personnel; liaison with counterparts of the United Nations agencies, funds and programmes and analyses of security reports and statistics for forward planning. The Chief Security Planning Officer would be assisted by three Security Planning Officers (Field Service) and supported by three Administrative Clerks (national General Service staff).

179. The Special Investigations Unit would be headed by a Security Investigations Officer (P-2) reporting to the Chief Security Officer and would be responsible for investigation of incidents involving damage to and loss of United Nations property, theft, fraud and injury/death caused to and by United Nations personnel. The staffing establishment of the Unit would comprise nine Investigators (Field Service) responsible for the conduct of investigations of incidents and traffic accidents, preparation of reports and recommendations and liaison with local police authorities; an Administrative Assistant (United Nations Volunteer), three Assistant Investigators and three Clerks (all national General Service staff).

180. The Security Operations Centre would be headed by a Chief of the Security Operations Centre (P-2) reporting to the Deputy Chief Security Officer and would be responsible for monitoring of the security situation and responding to all security incidents in the Kinshasa area, liaising with respective offices of the Mission on security incidents, interfacing with the military structures of the Mission to facilitate inter-operability within the Mission in emergency situations, conduct of reconnaissance patrols of Kinshasa security zones, planning and conduct of evacuation response exercises with the military, formed police units and security

personnel, provision of daily security briefs to the Chief Security Officer, maintaining liaison with United Nations agencies, funds and programmes and conduct of residential security surveys. The staffing establishment of the Centre would comprise a Security Officer (P-3) deployed to the Joint Operations Centre who would be responsible for coordination of joint operations and liaison between the military operations room and security operations centre, six Duty Officers (Field Service) and seven Drivers (national General Service staff).

181. The Fire and Safety Unit would be headed by a Chief Fire Officer (P-2), who would be responsible for fire-fighting measures and related safety of the Mission's premises and personnel, development, review and implementation of fire and safety codes, regulations and rules in the Mission area, conduct of fire evacuation drills and related training programmes, installation and maintenance of fire extinguishing equipment in the Mission's premises as well as provision of advice to the local Congolese fire service. The staffing establishment of the Unit would comprise 1 Fire and Safety Officer (Field Service) and 4 Fire Officers (3 Field Service and 1 National Officer), 1 Clerk and 8 Fire-fighters (national General Service staff).

182. The Close Protection Unit would be headed by a Close Protection Team Leader (P-2) reporting to the Chief Security Officer and would be responsible for personal security and safety of the senior Mission management, visiting high-level delegations and designated personnel requiring close protection. The staffing establishment of the Unit would comprise 9 Close Protection Officers (8 Field Service and 1 General Service (Other level)).

183. The Airport Site Security Unit would be responsible for security and safety of all Mission personnel working at airfield terminals/facilities throughout the Mission area and for the security of related assets; and for baggage, cargo and passenger screening, including ensuring documentation checks for the transportation of dangerous/hazardous goods and materials. The staffing establishment of the Unit would comprise 6 Airport Security Officers (Field Service) and 9 Airport Security Guards (national General Service staff).

184. The Training Unit would be headed by a Training Officer (Field Service) who would be responsible for the training of all security personnel, including in weapons firing, medical and first aid, evacuations and investigations procedures. The staffing establishment of the Unit would comprise three Training Officers (Field Service) and an Administrative Clerk (national General Service staff).

185. From the total staffing establishment of the Section of 350 posts (1 P-5, 3 P-4, 7 P-3, 6 P-2, 86 Field Service, 1 General Service (Principal level), 13 General Service (Other level) and 233 national staff, including 5 National Officers) and 5 United Nations Volunteers positions, incumbents of 111 posts (1 P-5, 3 P-4, 2 P-3, 5 P-2, 41 Field Service, 3 General Service (Other level) and 56 national General Service staff) and 3 United Nations Volunteers positions would be deployed to Mission headquarters, with the incumbents of 232 posts (5 P-3, 1 P-2, 44 Field Service, 1 General Service (Principal level), 10 General Service (Other level) and 171 national staff, including 4 national officers) and 2 United Nations Volunteers deployed to the field administrative offices and incumbents of 7 posts (1 Field Service and 6 national staff, including 1 national officer) deployed to the Entebbe logistics hub.

186. Compared to the 2005/06 period, the staffing establishment of the Security and Safety Section represents an increase of 133 posts (1 P-4, 2 P-2, 28 Field Service, 1 General Service (Principal level) and 101 national staff, including 5 national officers) and 2 United Nations Volunteers positions. The staffing requirements of the Section would be accommodated in part by the proposed conversion to posts of 86 general temporary assistance positions (1 P-4, 2 P-2, 27 Field Service, 1 General Service (Principal level) and 55 national General Service staff) and the retention of 2 additional United Nations Volunteers positions authorized by the General Assembly in its resolution 60/121 for the 2005/06 period for the expansion of MONUC.

II. Resource requirements

A. Overall

(Thousands of United States dollars. Budget year is from 1 July 2006 to 30 June 2007.)

Category	*Expenditures (2004/05)* *(1)*	*Apportionment (2005/06)* *(2)*	*Cost estimates (2006/07)* *(3)*	*Variance* *Amount* *(4)=(3)−(2)*	*Variance* *Percentage* *(5)=(4)÷(2)*
Military and police personnel					
Military observers	41 713.7	40 695.2	43 874.0	3 178.8	7.8
Military contingents	329 197.6	371 785.5	384 280.7	12 495.2	3.4
United Nations police	8 852.1	17 625.6	21 173.8	3 548.2	20.1
Formed police units	—	14 715.0	18 199.0	3 484.0	23.7
Subtotal	**379 763.4**	**444 821.3**	**467 527.5**	**22 706.2**	**5.1**
Civilian personnel					
International staff[a]	106 052.6	132 703.1	142 188.4	9 485.3	7.1
National staff[b]	15 281.8	19 351.0	30 986.7	11 635.7	60.1
United Nations Volunteers[c]	19 528.1	24 832.8	20 769.8	(4 063.0)	(16.4)
Subtotal	**140 862.5**	**176 886.9**	**193 944.9**	**17 058.0**	**9.6**
Operational costs					
General temporary assistance	9.0	10 623.5	2 102.0	(8 521.5)	(80.2)
Government-provided personnel	—	—	—	—	—
Civilian electoral observers	—	—	—	—	—
Consultants	51.6	196.1	317.2	121.1	61.8
Official travel	6 014.6	5 884.4	4 056.9	(1 827.5)	(31.1)
Facilities and infrastructure	89 812.2	103 558.0	93 232.3	(10 325.7)	(10.0)
Ground transportation	29 966.4	26 835.4	17 165.1	(9 670.3)	(36.0)
Air transportation	163 037.4	285 256.7	244 775.9	(40 480.8)	(14.2)
Naval transportation	3 029.7	2 570.4	2 729.0	158.6	6.2
Communications	44 520.0	34 068.8	28 901.9	(5 166.9)	(15.2)
Information technology	13 187.1	8 178.8	7 495.7	(683.1)	(8.4)
Medical	9 669.7	10 388.0	15 140.4	4 752.4	45.7
Special equipment	4 748.8	6 809.1	7 233.4	424.3	6.2
Other supplies, services and equipment	15 212.8	16 594.8	11 672.2	(4 922.6)	(29.7)
Quick-impact projects	999.3	1 000.0	1 000.0	—	—
Subtotal	**380 258.6**	**511 964.0**	**435 822.0**	**(76 142.0)**	**(14.9)**
Gross requirements	**900 884.5**	**1 133 672.2**	**1 097 294.4**	**(36 377.8)**	**(3.2)**
Staff assessment income	14 882.7	21 251.4	19 226.4	(2 025.0)	(9.5)
Net requirements	**886 001.8**	**1 112 420.8**	**1 078 068.0**	**(34 352.8)**	**(3.1)**
Voluntary contributions in kind (budgeted)[d]	3 112.6	3 203.0	3 005.1	(197.9)	(6.2)
Total requirements	**903 997.1**	**1 136 875.2**	**1 100 299.5**	**(36 575.7)**	**(3.2)**

[a] Cost estimates for 2006/07 are inclusive of an average 20 per cent vacancy rate compared to a 25 per cent vacancy rate applied in 2005/06.

[b] Cost estimates for 2006/07 are inclusive of an average 6 per cent vacancy rate compared to an average 10 per cent vacancy rate applied in 2005/06.

[c] Cost estimates for 2006/07 are inclusive of a 10 per cent delayed deployment factor, the same as in 2005/06.

[d] Represents contribution from Fondation Hirondelle in support of MONUC radio broadcasting services.

B. Non-budgeted contributions

187. The estimated value of non-budgeted contributions for the period from 1 July 2006 to 30 June 2007 is as follows:

(Thousands of United States dollars)

Category	*Estimated value*
Status-of-forces agreement[a]	1 940.2
Total	**1 940.2**

[a] Represents estimated rental value of field offices headquarters, troop accommodations, logistics bases and air fields and terminals in Kinshasa, Bukavu, Goma, Kalemie, Kindu, Kisangani, Mahagi, Mbandaka, Kasese (Uganda) and Kigoma (United Republic of Tanzania).

C. Contingent-owned equipment: major equipment and self-sustainment

188. Requirements for the period from 1 July 2006 to 30 June 2007 are based on standard reimbursement rates for major equipment and self-sustainment in the total amount of $146,840,900 as follows:

(Thousands of United States dollars)

Category	*Estimated amount*
Major equipment	
Military contingents	69 335.3
Formed police units	4 064.6
Subtotal	**73 399.9**
Self-sustainment	
Facilities and infrastructure	
Catering (kitchen facilities)	5 543.6
Office equipment	4 635.0
Electrical	5 415.7
Minor engineering	2 928.9
Laundry and cleaning	4 678.5
Tentage	3 096.4
Accommodation	367.2
Miscellaneous general stores	9 266.0
Unique equipment	—
Field defence stores	3 293.5
Communications	
Communications	16 438.7

Category	Estimated amount
Medical	
Medical services	10 542.7
Special equipment	
Explosive ordnance disposal	1 086.0
Observation	6 147.4
Identification	1.4
Nuclear, biological and chemical protection	—
Subtotal	**73 441.0**
Total	**146 840.9**

Mission factors	Percentage	Effective date	Last review date
A. Applicable to Mission area			
Extreme environmental condition factor	1.8	1 January 2004	—
Intensified operational condition factor	1.3	1 January 2004	—
Hostile action/forced abandonment factor	3.1	1 January 2004	—
B. Applicable to home country			
Incremental transportation factor	0.5 to 3.5		

D. Training

189. The estimated requirements for training for the period from 1 July 2006 to 30 June 2007 are as follows:

(Thousands of United States dollars)

Category	Estimated amount
Consultants	
Training consultants	317.2
Official travel	
Official travel, training	835.2
Other supplies, services and equipment	
Training fees, supplies and services	460.7
Total	**1 613.1**

190. The proposed provision of $1,613,100 would cover internal and external training requirements of MONUC aimed at enhancing the Mission's capacity to implement mandated activities in the areas of humanitarian assistance, international human rights law, child protection and transitional justice, rule of law, security sector reform, disarmament, demobilization and reintegration programmes, crisis management and prevention of sexual exploitation and abuse, as well as at improving staff knowledge and skills in weapons training and hostage negotiation management (security

personnel), fire prevention and fire incident response, procurement, engineering, air operations and aviation safety, ground transportation, communication and information technology, supervisory skills and people management (for senior managers) and Lingala and Swahili language courses. A total of 2,533 staff would be trained, of which 95 per cent would be trained through in-house training programmes, with 119 personnel attending training programmes at locations outside the Mission area.

E. Disarmament, demobilization, repatriation, resettlement and reintegration/disarmament, demobilization and reintegration

191. The estimated operational requirements for disarmament, demobilization, repatriation, resettlement and reintegration/disarmament, demobilization and reintegration programmes for the period from 1 July 2006 to 30 June 2007 are as follows:

(Thousands of United States dollars)

Category	*Estimated amount*
Facilities and infrastructure	
Rental of premises	54.6
Maintenance services	2.7
Alteration and renovation services	10.9
Maintenance supplies	85.5
Ground transportation	
Rental of vehicles	74.3
Medical	
Medical services	8.0
Medical supplies	12.0
Other supplies, services and equipment	
Rations	112.0
Total	**360.0**

192. The amount of $360,000 represents operating costs related to the repatriation of an estimated 10,000 foreign ex-combatants with up to three dependants each, public information sensitization programmes in local languages, securing and destruction of weapons handed over by Congolese combatants entering the national disarmament, demobilization and reintegration programme, rental of sites, construction/refurbishment and maintenance of up to six basic temporary assembly areas to receive combatants and their dependants, provision of food and potable water to the ex-combatants and their dependants for two days per person, basic clothing, medical assistance, supplies and services for the ex-combatants, including women and child ex-combatants and dependants and transportation of foreign ex-combatants and their dependants to their respective countries of origin. The outputs related to the implementation by MONUC of the disarmament, demobilization, repatriation, resettlement and reintegration/disarmament, demobilization and reintegration programmes are shown in frameworks component 1, peace and security.

III. Analysis of variances[1]

Reference

The present section describes the single largest contributing factor of each resource variance according to specific standard options encompassed in the four standard categories listed below:

Mandate: variances caused by changes in the scale or scope of the mandate, or changes in the expected accomplishments as driven by the mandate;

External: variances caused by parties or situations external to the United Nations;

Cost parameters: variances caused by United Nations regulations, rules and policies;

Management: variances caused by management actions to achieve planned results more effectively (e.g., by reprioritizing or adding certain outputs) or efficiently (e.g., by taking measures to reduce personnel or operational inputs while maintaining the same level of outputs) and/or from performance-related issues (e.g., by having underestimated the costs or quantities of inputs required to produce a certain level of outputs, or by delayed recruitment).

	Variance	
Military observers	$3,178.8	7.8%

- **Management: additional inputs and outputs**

193. The main factor contributing to the variance of $3,178,800 under this heading is the projected full deployment of 760 military observers during the budget period compared to the 2005/06 budget estimates, which were based on the actual strength of 712 military observers as at 31 July 2005 and the phased deployment of 48 additional military observers. The estimates reflect the application of a 5 per cent delayed deployment factor to the computation of mission subsistence allowance costs.

	Variance	
Military contingents	$12,495.2	3.4%

- **Mandate: change in scale/scope of mandate**

194. The main factor contributing to the variance of $12,495,200 under this heading is the increased requirements in respect of the projected full deployment of 16,115 military contingent personnel, including an additional 300 military contingent

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[1] Resource variance amounts are expressed in thousands of United States dollars.

personnel authorized by the Security Council in its resolution 1635 (2005). The estimates provide for the reimbursement to troop-contributing countries for standard troop costs and contingent-owned equipment, daily and recreational leave allowances, death and disability compensation, troop rotation requirements based on an average cost of $1,107 per person one-way and rations, inclusive of reserve packs to support an average of 20 days of operational deployments.

	Variance	
United Nations police	$3,548.2	20.1%

- **Mandate: change in scale/scope of mandate**

195. The variance of $3,548,200 under this heading is due mainly to the increased requirements in respect of the projected full deployment of 391 United Nations police officers. The estimates reflect the application of a 10 per cent delayed deployment factor and provide for increased mission subsistence allowance requirements, emplacement and repatriation costs at an estimated $2,200 per person one-way, clothing allowance, death and disability compensation and reserve ration packs.

	Variance	
Formed police units	$3,484.0	23.7%

- **Mandate: change in scale/scope of mandate**

196. The main factor contributing to the variance of $3,484,000 under this heading is the increased requirements in respect of the full deployment of six formed police units (750 personnel). The estimates reflect requirements for the reimbursement to formed police-contributing countries for formed police costs and equipment, rations, daily and recreational leave allowances, death and disability compensation, as well as provisions for rotation of personnel at an average cost of $1,933 per person one-way.

	Variance	
International staff	$9,485.3	7.1%

- **Management: additional inputs and outputs**

197. The variance of $9,485,300 is due mainly to the proposed increase of the Mission's international staffing establishment by 135 posts, from 971 to 1,106 (exclusive of the Conduct and Discipline Team positions and seven positions requested for the 10-month period from 1 July 2006 to 30 June 2007 in support of elections that have been budgeted for under the general temporary assistance budget line (see para. 205 below)). The estimates take into account the projected deployment of 871 international staff by 1 July 2006 and the recruitment of 235 staff during the budget period (100 staff against the approved 2005/06 staffing establishment and 135 proposed additional staff). The computation of salaries, common staff costs and mission subsistence allowance requirements reflect the application of a 15 per cent turnover factor for 871 staff and a 30 per cent delayed

recruitment factor for the 235 additional staff (an overall average of 20 per cent delayed recruitment factor).

198. The estimates are based on salary costs derived from the actual average expenditure by staff category and grade levels in the 2004/05 period and reflect revised staff assessment requirements based on an approved new scale of staff assessment for the Professional and higher category from 1 January 2006, representing a 20 per cent decrease compared to the previous scale, pursuant to section XI of General Assembly resolution 60/248. The computation of common staff costs, including hazard pay, reflects 65 per cent of net salaries for international staff based on prior-period expenditure patterns and deployment of staff to hazard duty areas.

199. The proposed increase of the Mission's international staffing establishment by 135 posts would be in part accommodated through the proposed conversion to posts of 111 international staff general temporary assistance positions authorized by the General Assembly in its resolution 60/121 for the 2005/06 period for the expansion of the Mission.

	Variance	
National staff	$11,635.7	60.1%

- **Management: additional inputs and outputs**

200. The variance of $11,635,700 under this heading is due mainly to the proposed increase of the national staffing establishment by 811 posts, including 44 national officer posts, from 1,354 (including 25 national officers) to 2,165 posts (including 69 national officers). Additional provisions for 24 national staff, including 4 national officers, have been made under the general temporary assistance budget line (see para. 205 below).

201. The estimates reflect the projected deployment of 1,723 national staff (including 17 national officers) by 1 July 2006, taking into account 449 national staff (including 1 national officer) provided for in the 2005/06 period under general temporary assistance authorized by the General Assembly in its resolution 60/121 for the expansion of the Mission and the recruitment of the additional 442 staff (including 52 national officers). The salaries and common staff costs reflect the application of a 6 per cent average delayed recruitment factor in respect of the additional national staff compared to 10 per cent in the 2005/06 period.

202. The computation of staff costs is based on the G-3 step IV and NOA-I of the national salary scale in effect from 1 May 2004 for national General Service staff and national officers, respectively, reflecting the actual pattern of expenditures during the 2005/06 period and distribution of national staff by grade level.

203. The increase of the Mission's national staffing establishment by 811 posts (including 44 national officers) would be in part accommodated through the proposed conversion to posts of 589 national staff general temporary assistance positions (including 17 national officers and 395 Interpreters/Translators) authorized by the General Assembly in its resolution 60/121 for the 2005/06 period for the expansion of the Mission.

	Variance	
United Nations Volunteers	($4,063.0)	(16.4%)

- **Management: reduced inputs and outputs**

204. The main factor contributing to the variance of $4,063,000 is the decrease of the United Nations Volunteers establishment of the Mission by 132 positions, from 736 positions approved for the 2005/06 period (including 491 approved positions and 245 additional positions authorized by the General Assembly in its resolution 60/121 for the expansion of MONUC and support to the elections) to 604 proposed positions in the 2006/07 period (including 491 approved positions, the retention of 48 Volunteers authorized by the Assembly in its resolution 60/121 for the expansion of MONUC, 28 Volunteers for a 10-month period in support of the elections and the establishment of 37 additional Volunteers positions). Based on the projected full deployment of the approved 491 Volunteers by 1 July 2006, an additional 113 Volunteers would be deployed during the budget period, comprising 85 Volunteers in support of the expansion of the Mission and 28 Volunteers for a 10-month period in support of the elections. The estimate reflects the application of a 10 per cent delayed deployment factor to the computation of the living and hazardous duty station allowances in respect of the additional 113 Volunteers.

	Variance	
General temporary assistance	($8,521.5)	(80.2%)

- **Management: reduced inputs and outputs**

205. The variance of $8,521,500 is due mainly to the proposed conversion to posts of 700 general temporary assistance positions authorized by the General Assembly in its resolution 60/121 for the expansion of the Mission (111 international and 589 national staff positions, including 17 national officers and 395 Interpreters/Translators), provision for which has been made under the international and national staff budget lines of the present budget, respectively. The estimates reflect provisions in respect of 14 staff positions (1 D-1, 1 P-5, 2 P-4, 3 P-3, 1 Field Service, 1 General Service (Other level) and 5 national staff, including 2 national officers) of the Conduct and Discipline Team, as well as 26 staff positions (4 P-3, 3 P-2 and 19 national staff, including 2 national officers) for the 10-month period from 1 July 2006 to 30 April 2007 in support of elections. The estimated provisions reflect the full deployment of all international staff and the application of a 5 per cent delayed recruitment factor to the computation of salaries and common staff costs of the 19 national staff (including 2 national officers) to be deployed in connection with the support to the electoral process.

206. The estimates for international staff are based on salary costs derived from the actual average expenditure by staff category and grade levels in the 2004/05 period and reflect reduced staff assessment requirements on the basis of an approved new scale of staff assessment for the Professional and higher category of staff from 1 January 2006, representing a 20 per cent decrease compared to the previous scale, pursuant to section XI of General Assembly resolution 60/248. The computation of common staff costs, including hazard pay, where applicable, reflects 65 per cent of net salaries for international staff based on prior-period expenditure patterns.

207. The G-3 step IV and NOA-I of the national salary scale in effect from 1 May 2004 have been applied to the computation of cost requirements for national General Service staff and national officers, reflecting the actual pattern of expenditures during the 2005/06 period and distribution of national staff by grade level.

	Variance	
Consultants	$121.1	61.8%

- **Management: additional inputs and outputs**

208. The main factor contributing to the variance of $121,100 is the provision for consultants, including travel costs, for in-house training of staff to enhance the Mission's capacity in the areas of local conflict resolution, child protection, implementation of disarmament, demobilization and reintegration programmes and security sector reform, as well as fire arms instructors training, airport security, personnel management, procurement, engineering and language training.

	Variance	
Official travel	($1,827.5)	(31.1%)

- **Management: reduced inputs and outputs**

209. The variance of $1,827,500 under this heading is due mainly to the inclusion of provisions related to travel of personnel from United Nations Headquarters to the Mission area in the proposed budget for the support account for peacekeeping operations, a 15 per cent reduction compared to the 2005/06 period (from $2,950,000 to $2.5 million) of the requirements for within-Mission travel, a 35.4 per cent reduction (from $1,118,000 to $721,700) of the requirements for travel of staff outside the Mission area and a 14.3 per cent reduction in the requirements for training-related travel owing to the implementation of in-house training programmes.

	Variance	
Facilities and infrastructure	($10,325.7)	(10.0%)

- **Management: reduced inputs and same outputs**

210. The variance of $10,325,700 is attributable primarily to reduced requirements for prefabricated facilities, office furniture and generators, procurement action in respect of which would be completed in the 2005/06 period, as well as for alteration and renovation services owing to the completion of substantial alteration and renovation projects in prior periods. The overall reduced requirements are offset in part by increased requirements for self-sustainment owing to the projected full deployment of 16,115 military contingent and 750 formed police personnel during the budget period, compared to 15,815 military contingent and 625 formed police personnel during the 2005/06 period and the 17 per cent increase in the price of diesel fuel from $0.78 to $0.91 per litre.

	Variance	
Ground transportation	($9,670.3)	(36.0%)

- **Management: reduced inputs and same outputs**

211. The variance of $9,670,300 under this heading is attributable primarily to the replacement of 54 vehicles (one 4x4 general purpose and eight 4x4 pickup utility vehicles, 18 light and 27 medium buses) compared to the acquisition of 73 additional light and 8 heavy vehicles, 2 ambulances, 4 items of mobile airfield support equipment and the replacement of 211 vehicles and buses in the 2005/06 period, reduced requirements for spare parts ($60 per vehicle/month for the light and medium vehicles, $90 per vehicle/month for heavy and engineering vehicles and $38 per vehicle/month for trailers, compared to $100 for light and medium vehicles and $200 for heavy vehicles in the 2005/06 period) and lower requirements for diesel fuel and lubricants owing to a projected decrease by 20 per cent in the average fuel consumption rate from 10 litres per day to 8 litres per day based on past expenditure patterns, offset in part by a 17 per cent increase in the price of diesel fuel from $0.78 to $0.91 per litre.

	Variance	
Air transportation	($40,480.8)	(14.2%)

- **Management: reduced inputs and outputs**

212. The variance of $40,480,800 is due primarily to the review by the Mission of air operations requirements resulting in the reduction of the Mission's fleet from 30 fixed-wing aircraft and 62 helicopters to 24 fixed-wing and 47 rotary aircraft, with the corresponding decrease in the budgeted flight hours from 65,123 (28,085 hours for fixed-wing and 37,038 hours for rotary aircraft in the 2005/06 period) to 45,000 hours (23,140 hours for fixed-wing and 21,860 hours for rotary aircraft in the budget period) and lower requirements for landing fees, ground handling charges and air crew subsistence allowances. The reduced requirements are offset in part by the proposed acquisition of 10 airfield lighting systems and emergency crash and rescue equipment (two boats, four airfield rescue systems and accessories), as well as increased requirements for contractual airfield services attributable primarily to the expansion of services from six to seven major airfields.

213. The Mission's fleet of 24 fixed-wing aircraft would comprise 2 light, 3 heavy and 8 medium cargo aircraft, one cargo/passenger combi aircraft and 1 light and 9 medium passenger aircraft. The Mission's fleet of 47 rotary aircraft would include 3 heavy cargo, 12 passenger/cargo helicopters, 2 search and rescue aircraft and 2 surveillance and observation helicopters, as well as a military component of 4 attack, 16 utility and 4 surveillance helicopters and 4 helicopters with night observation capabilities.

214. Efficiency gains attributable to the delivery of rations from the contractor-operated warehouses in the eastern Democratic Republic of the Congo and the increased use of surface transportation are estimated at $7.2 million and $6.8 million, respectively, representing the reduction in air transportation costs using MONUC air assets.

	Variance	
Naval transportation	$158.6	6.2%

- **External: increase of fuel costs**

215. The main factor contributing to the variance of $158,600 under this heading is the increased requirement for fuel owing to the increase in the price from $0.78 to $0.91 per litre for some 1.1 million litres of diesel fuel and from $0.82 to $1.02 per litre for 16,800 litres of petrol, for six pushers and seven speedboats.

	Variance	
Communications	($5,166.9)	(15.2%)

- **Management: reduced inputs and same outputs**

216. The main factors contributing to the variance of $5,166,900 under this heading are the reduced requirements for communications equipment, procurement action in respect of which would be completed in the 2005/06 period, lower commercial communications requirements owing to a decrease by 50 per cent in the usage of satellite phones and favourable international commercial tariffs, as well as reduced requirements for spare parts owing to their availability in stock and lower requirements for public information programmes. The reduced requirements are offset in part by increased requirements for the reimbursement of troop and formed police-contributing countries for self-sustainment costs owing to the projected full deployment of 16,115 military contingent and 750 formed police personnel during the budget period, compared to 15,815 military contingent and 625 formed police personnel during the 2005/06 period.

	Variance	
Information technology	($683.1)	(8.4%)

- **Management: reduced inputs and same outputs**

217. The variance of $683,100 is due mainly to the reduced requirement for information technology services owing to the reduction in the cost of 15 specialized contractual personnel to be deployed during the budget period, from $8,500 per person per month in the 2005/06 period to $5,577 per person per month based on the terms and conditions of the current contract for their engagement.

	Variance	
Medical	$4,752.4	45.7%

- **Management: additional inputs and outputs**

218. The variance of $4,752,400 under this heading is attributable primarily to the increased requirements for the reimbursement of troop and formed police personnel-contributing countries for self-sustainment costs owing to the projected full deployment of 16,115 military contingents and 750 formed police personnel during the period, compared to 15,815 military contingent and 625 formed police personnel during the 2005/06 period, as well as the provision of a level-II hospital as a force

asset servicing some 8,600 military personnel and the increased cost and frequency of medical evacuations.

	Variance	
Special equipment	$424.3	6.2%

- **Management: additional inputs and outputs**

219. The main factor contributing to the variance of $424,300 is the increased requirement for the reimbursement of troop and formed police personnel-contributing countries for self-sustainment costs owing to the projected full deployment of 16,115 military contingents and 750 formed police personnel during the period, compared to 15,815 military contingent and 625 formed police personnel during the 2005/06 period.

	Variance	
Other supplies, services and equipment	($4,922.6)	(29.7%)

- **Management: reduced inputs and same outputs**

220. The variance of $4,922,600 is due mainly to the reduced requirements for contractual freight for the deployment and redeployment of contingent-owned equipment from the point of entry to the area of operations within the Mission area and the lower requirements for mine clearance activities arranged through the United Nations Office for Project Services based on the actual cost of contracted services.

IV. Actions to be taken by the General Assembly

221. **The actions to be taken by the General Assembly in connection with the financing of MONUC are:**

(a) **Appropriation of the amount of $1,097,294,400 for the maintenance of the Mission for the 12-month period from 1 July 2006 to 30 June 2007;**

(b) **Assessment of the amount of $274,323,600 for the maintenance of the Mission for the period from 1 July to 30 September 2006;**

(c) **Assessment of the amount of $822,970,800 at a monthly rate of $91,441,200 for the period from 1 October 2006 to 30 June 2007, should the Security Council decide to continue the mandate of the Mission.**

V. Summary of follow-up action taken to implement the decisions and requests made by the General Assembly in its resolutions 59/296 and 60/121 and the requests and recommendations of the Advisory Committee on Administrative and Budgetary Questions endorsed by the General Assembly and of the United Nations Board of Auditors and the Office of Internal Oversight Services

A. General Assembly

1. Resolution 59/296

Decision/request	*Action taken to implement decision/request*
Section I	
Provide relevant information in the individual budget submissions of peacekeeping operations for the financial period 2006/07 on the efficiencies resulting from the implementation of the applicable provisions of resolution 59/296 (para. 4).	Information on the measures taken to achieve efficiencies is contained in paragraphs 13 and 70 of the proposed 2006/07 budget.
Section II: results-based budgeting	
Decides that the progressive implementation of results-based budgeting shall be in full compliance with resolution 55/231 (para. 3).	Implemented.
Ensure that the purpose of the indicators of achievement is not to assess the performance of Member States but, where possible, to reflect the contributions by peacekeeping missions to the expected accomplishments and objectives in keeping with their respective mandates (para. 5).	The frameworks contained in the 2006/07 proposed budget are derived from the mandate of MONUC provided by the Security Council, with indicators of achievement showing a measurement of progress towards the fulfilment of the Council's objective to maintain international peace and security in the region. The indicators of achievement reflect actions to be taken during the budget period by the Government of the Democratic Republic of the Congo with the assistance of the United Nations and the international community, in particular with regard to the electoral process.
Submit future budget proposals in full compliance with resolution 55/231 (para. 6).	Implemented.
Integrate operational, logistical and financial aspects fully in the planning phase of peacekeeping operations by linking results-based budgeting to the mandate implementation plans of peacekeeping operations (para. 8).	The outputs to be produced by the Mission during the budget period reflected in the 2006/07 results-based budgeting frameworks would contribute to the achievement of the overall objective set by the Security Council, namely, maintenance of international peace and security in the region (see paras. 8-12 of the present report).

Decision/request	*Action taken to implement decision/request*
Section III: budget presentation	
Provide in the budget documents the necessary information available that fully justifies the Secretary-General's resource requirements (para. 2).	Implemented.
Ensure that the Department of Peacekeeping Operations and all missions make every effort to introduce strict budgetary discipline and enforce adequate controls over budget implementation (para. 5).	Budget implementation is controlled and monitored by the Mission to ensure efficient utilization of resources as approved by the General Assembly. Deviations from the approved budget owing to factors beyond the Mission's control, including security dynamics on the ground, are reported to the Assembly in the context of the Mission's financial performance reports.
Affirms that budget submissions should, to the extent possible, reflect management improvements and efficiency gains to be achieved and articulate future strategies in this regard (para. 9).	As detailed in the present report, the Mission undertook a review of its structure with a view to devolving administrative authority to the regional and field administrative offices. Information on efficiency gains is provided in paragraphs 13 and 214 of the present report.
Undertake the review of the functions of the posts as an ongoing exercise and to determine the level of posts according to changing operational requirements as well as the actual responsibilities and functions performed, with a view to ensuring the most cost-effective use of resources (para. 10).	Implemented. The proposed 2006/07 budget reflects the results of the review of the Mission's structure and post-by-post assessment of staffing requirements.
Section IV: review of the management structure of all peacekeeping operations	
Ensure that the remaining complex operations conduct the requested review and streamline their structures (para. 1).	Implemented. The Mission has conducted a review of the organizational structure and staffing of MONUC. The Division of Administration has been streamlined in a three-tier structure, with Mission headquarters focusing on Mission-wide planning, centralized operations that cannot be delegated to the field offices, with regional administrative offices in Kinshasa, Bunia and Bukavu providing coordination of administrative, logistical and technical support as well as operational guidance to 24 field offices under their purview and with field offices providing day-to-day administrative, logistical and technical services to the military, United Nations police and formed police personnel and substantive staff. Administrative authority has been devolved from Mission headquarters to the regional and field offices.
Monitor the evolution of structures in individual peacekeeping operations to avoid the duplication of functions and an excessive proportion of higher-grade posts, bearing in mind the mandates, complexities and specificities of each mission (para. 2).	The Mission has carried out a review of its organizational structure and staffing establishment, the results of which are presented in the proposed 2006/07 budget.

Decision/request	*Action taken to implement decision/request*
Review the level and functions of the protocol officers, bearing in mind the relevant observations of the Advisory Committee on Administrative and Budgetary Questions (para. 12).	The authorized staffing establishment of the Mission provides for two Protocol Officer posts (1 P-4 and 1 P-3). Following a review of the post levels and functions of incumbents, no change is proposed in the 2006/07 budget.
Section VI: disarmament, demobilization (including reinsertion) and reintegration	
Provide clear information on resource requirements for disarmament, demobilization and reinsertion and associated post and non-post costs (para. 6).	Information on operational resource requirements for disarmament, demobilization and reintegration is provided in paragraph 192 of the proposed 2006/07 budget.
Section VII: quick-impact projects	
Streamline the process of implementation of quick-impact projects and ensure that they are fully implemented within the planned time frames.	The Mission is in the process of improving the quick-impact project formulation, review, approval, implementation and tracking with a view to fully implementing the proposed 70 quick-impact projects during the 2006/07 period.
Section VIII: training, recruitment and staff in the field	
Decides to restrict training away from mission headquarters of civilian staff to training specific to the implementation of the mandate of the mission, the effective functioning of the mission, the function of a post or, where it is cost-effective, until the finalization of the comprehensive training strategy (para. 1).	Implemented. The Mission places emphasis on in-house training of international and national staff and the train-the-trainers programme. During the 2006/07 period, MONUC would train within the Mission area 2,414 of 2,533 personnel planned to be trained.
Revert to the General Assembly for its consideration of the creation of a post if the function is ongoing and is so warranted, regarding the practice of hiring individual contractors or individuals on procurement contracts to perform functions of a continuing nature (para. 11).	In the 2006/07 budget, the Mission is proposing the establishment of 395 posts (national General Service) to be converted from authorized general temporary assistance positions in order to regularize 395 personnel performing interpretation and translation functions from/to national languages (Swahili in the east of the Democratic Republic of the Congo, Lingala and Chiluba), English, French and local languages. The incumbents accompany the Mission's personnel in the high-risk cordon-and-search operations and daily mobile and foot patrols, assist military personnel deployed at checkpoints and facilitate contacts between the Mission's military and United Nations police personnel and local population and community leaders in remote locations.

Decision/request	*Action taken to implement decision/request*
Section XI: participation of United Nations Volunteers	
Continue to ensure that Volunteers are subject to the same obligations and responsibilities, including standards of conduct, that the United Nations staff are subject to (para. 5).	All Mission personnel are subject to the same obligations, responsibilities and standards of conduct.
Take into account greater use of national staff in peacekeeping operations, when feasible (para. 6).	Implemented. The proposed 2006/07 budget provides for 2,189 national staff, including 73 national officers (56 per cent of the total civilian staffing establishment).
Section XVI: procurement	
Ensure that all peacekeeping missions operate with reference to their procurement plans in order to realize the benefits offered by proper procurement planning (para. 5).	Implemented. The Mission completed and submitted its procurement plan for the 2005/06 period in May 2005. The plan for the 2006/07 period is under preparation.
Section XVII: asset management	
The Department of Peacekeeping Operations should ensure that all missions implement an assets replacement programme in a cost-effective manner and in strict compliance with the guidelines on the life expectancy of assets (para. 1).	Implemented. Asset replacement programmes in the Mission cover facilities and infrastructure, airfield equipment, communications and information technology and observation equipment as well as vehicles. The replacement is based on wear and tear as well as average life expectancy.
Ensure that the heads of the peacekeeping operations take effective measures to ensure inventory control, replenishment of stocks and reasonable write-off procedures for the disposal of assets no longer required or useful (para. 2).	The proposed 2006/07 budget reflects the goal of completion of disposal of written-off equipment items within three months of approval.
Ensure that formal written agreements are in place, which include elements such as financial reimbursement and liability, with other United Nations bodies before loaning out to them resources belonging to a peacekeeping operation (para. 3).	Implemented. The Mission maintains records of all formal agreements related to resources loaned to other United Nations agencies. Verifications of agreements as well as assets on loan are conducted annually.
Section XVIII: information technology	
Implement the Galileo system in all peacekeeping operations in order to unify peacekeeping operations inventory (para. 3).	The Galileo system has been implemented in the Mission.

Decision/request	*Action taken to implement decision/request*
Section XIX: air operations	
Take all necessary actions to ensure that staff members involved in air operations are adequately trained, as specified in the Air Operations Manual (para. 1).	Implemented. Air operations staff in the Mission receive a two-week familiarization training course as well as International Air Transport Association specialized training.
Continue to conduct aviation quality inspections and aviation assessments at missions to confirm that established standards are being fully complied with (para. 2).	Aviation quality inspections and assessments are conducted annually by the Mission, as well as by United Nations Headquarters.
Improve the formulation of resource requirements for air operations to make them more reflective of actual operations, bearing in mind the overbudgeting of air transportation requirements in some peacekeeping operations (para. 3).	Implemented. Compared to the 2005/06 period, the proposed 2006/07 budget reflects a 14.2 per cent decrease in air operations requirements.
Section XXI: ratios of vehicles and information technology equipment to staff	
Ensure that peacekeeping operations adhere to the standard ratios, bearing in mind the mandate, complexities and size of individual peacekeeping operations (para. 2).	The Mission is generally in compliance with standard ratios. Given the Mission's expansion and the increase in the number of national staff performing core functions in administration in locations throughout the country, full compliance with standard ratios is not feasible.
Ensure that in all missions the actual ratio of heavy/medium vehicles is no greater than the established standard ratio of 1:1 and justify any departure from this standard ratio (para. 3).	Implemented.
Progressively reduce the allocation of one printer per work station and implement, with immediate effect, where it is cost-effective and feasible, the ratio of printers to desktop computers of 1:4 for all work stations in peacekeeping missions, at Headquarters and in the field (para. 6).	The proposed 2006/07 budget does not provide for additional printers. Given the Mission's expansion and the increase in the number of national staff performing core functions in administration in locations throughout the country, full compliance with standard ratios is not feasible.
Decides to defer consideration of new provisions for desktop computers, printers and laptops at Headquarters and in the field with the exception of new missions and those missions undergoing expansion according to Security Council mandates as well as for replacement purposes in strict compliance with the General Assembly resolution, pending the report of the Office of Internal Oversight Services on the comprehensive management audit to review the practices of the Department of Peacekeeping Operations, mentioned in section IV, paragraph 4, of resolution 59/296 (para. 7).	The proposed 2006/07 budget provides only for the replacement of information technology equipment owing to its age, condition and technical obsolescence.

Decision/request	*Action taken to implement decision/request*
Section XXII: rations contracts	
Undertake a cost-benefit analysis of the delivery of food rations by air assets, without prejudice to the delivery of food to the troops, and implement the most viable and cost-effective option in each peacekeeping operation (para. 1).	Implemented. In the Mission, the concept for delivery of rations centres around the establishment and operation of four regional warehouses, with the contractor transporting rations to the regional warehouse by road from Entebbe, Uganda.
Ensure that all missions monitor and evaluate the quality management systems of rations contractors to ensure that food quality and hygienic conditions are in accordance with established standards (para. 2).	The Mission administration commenced in March 2006 a quality assurance programme to put in place the necessary procedures, guidelines, reporting mechanisms and training of civilian staff to conduct monitoring and evaluation. The programme, in addition to monitoring and evaluation of food quality and hygienic standards, is being designed to assess the overall capability and performance of the contractor to provide the required support to the Mission. After an adequate period of operation to allow for an assessment of the objectivity and costs associated with an in-house quality assurance process, the Mission would undertake a cost-benefit analysis to assess the need for an independent third-party inspection mechanism.
Undertake a cost-benefit analysis on the use of an independent inspection mechanism to verify the fulfilment by contractors and vendors of all contract specifications regarding quality, hygiene and delivery plans (para. 3).	See above.

2. Resolution 60/121

Request/recommendation	*Action taken to implement request/recommendation*
Expresses deep concern at the very high rate of attrition and related difficulties in recruitment and requests the Secretary-General to intensify his ongoing efforts to rectify this situation, including through innovative approaches, and to ensure the expeditious filling of all vacant posts (para. 8).	The vacancy rate for international staff as at 31 March 2006 stood at some 26 per cent, compared to the rate of 31 per cent at 31 December 2005. In order to expedite the selection of candidates and recruitment of international staff, the Mission, in the context of the review of its structure, has also restructured the Human Resources Section to include dedicated human resources recruitment personnel. The revised structure of the Section is detailed in the proposed 2006/07 budget under the Human Resources Section.

Request/recommendation	*Action taken to implement request/recommendation*
	To improve the management of vacancies and reduce vacancy rates, the Mission introduced weekly vacancy reports communicated to the Personnel Management and Support Service in the Department of Peacekeeping Operations and maintains regular follow-up with the Service on the issuance of offers and letters of appointment and assignment of newly recruited candidates. The progress in filling vacant posts is being discussed with the Personnel Management and Support Service during video-teleconferences with United Nations Headquarters in New York. To reduce the overall vacancy rate in peacekeeping missions, the Department of Peacekeeping Operations has adopted a multi-tiered strategy. Within this context, several concrete actions have been taken to address inefficiencies, including the reassignment of the recruitment, outreach and roster management responsibility to a team independent of recruitment and placement functions. To meet the staffing requirements of MONUC, targeted outreach efforts to attract, identify and recruit highly qualified francophone candidates will be undertaken, involving Member States, the Association de la Francophonie and le Groupe francophone, with vacancy announcements translated into French. The Department of Peacekeeping Operations has also enhanced the Galaxy website design to enable the continuous posting of all vacancies and facilitate applicants' ability to identify at all times the post levels and locations of existing vacancies.
Recalls its previous requests for a review of the structure of the Mission and, noting with concern that the review has not been completed, requests the Secretary-General to ensure that the review is finalized as a matter of urgency and that its conclusions and recommendations are reflected in the budget submission for the Mission for 2006/07 (para. 14).	Implemented. The results of the review of the organizational structure of the Mission are reflected in paragraph 16 and further detailed in paragraphs 60 to 65 of the proposed 2006/07 budget.
Authorizes the Secretary-General to utilize until 30 June 2006 general temporary assistance for the functions provided by the 395 individual contractors and requests the Secretary-General to fully justify any proposed conversion of these 395 individual contractors in the context of the results of the comprehensive review to be included in the proposed budget for 2006/07 (para. 17).	Implemented. The justification for the proposed establishment of 395 national General Service staff posts to accommodate 395 personnel performing interpretation and translation functions in support of the military and United Nations police establishment of the Mission is reflected in paragraph 68 of the proposed 2006/07 budget.

Request/recommendation	*Action taken to implement request/recommendation*
Requests the Secretary-General to ensure that the Mission effectively utilizes the available rail and inland waterway transport modes where they are more reliable and cost-effective than air transportation and safe to use (para. 20).	Taking into account the dilapidated road and riverine infrastructure of the country, the Mission continues to focus on utilizing efficient and reliable modes of transportation in lieu of air transportation, when and where feasible, including through the deployment of military contingents and equipment through the Entebbe logistics hub. Expected efficiency gains resulting for the use of surface transportation are indicated in paragraph 214 of the present report.

B. Advisory Committee on Administrative and Budgetary Questions

(A/60/536)

Request/recommendation	*Action taken to implement request/recommendation*
The Advisory Committee notes from paragraph 21 of the proposed budget that the structure of the Western Brigade and newly deployed Eastern Brigades does not contain any integral support elements. In the same paragraph, it is stated that the optimal military organization of a brigade-sized contingent provides for an integral second-line support battalion of approximately 700 to 800 personnel with associated equipment. Further, in the divisional scenario there would be a third-line transport battalion to reinforce the second-line support element, which is not provided for in the structure of the Eastern Division. As a result, while the brigades are operationally self-sustained, they rely entirely on the civilian component of MONUC for support from their rear logistics installations and assistance in providing support to their operational company-sized elements deployed to remote locations. The Committee notes the explanation given in paragraph 21 of the proposed budget that the deployment of the brigades in the east of the country requires a significant increase in supply-related logistics activities, communications and field engineering support, as well as increased capacity for the maintenance of company deployment locations at extended distances, all of which are beyond the self-sustainment capabilities of a contingent (para. 20).	Conventional military structures, during operations, have an integral second-line support battalion to manage warehousing, maintain reserves, bulk-break consignments, account for stores and provide the ground transport to deliver the supplies forward to the units, as well as a third-line logistics battalion to receive, store and transport the supplies destined for delivery to the second-line support battalions. As driven by operational requirements, a fourth-line logistics support battalion may also be required. Each logistics support battalion in a conventional military structure would normally consist of 700 to 800 personnel and would include associated equipment. The conventional military support structure has not been adopted by the Mission owing to the deployment of logistics support battalions at the cost of infantry troops in view of the Security Council-authorized ceilings, thus depleting the combat capability of the force, the lack of road infrastructure and the wide geographical dispersion of the brigades and their units, all of which would compromise the major role of support battalions and significant economies achieved by utilizing the administrative infrastructure, which already supports all non-military components of the Mission.

Request/recommendation	*Action taken to implement request/recommendation*
As can be seen from paragraph 20 above, standard practice is for military contingents to provide for their own logistic and support capacities. The arrangements proposed for MONUC represent a shift from that practice. The Advisory Committee is of the opinion that the shift of these functions from the military to the civilian component raises wide-ranging policy issues. Among these are the need to demonstrate the cost-effectiveness of such measures and to analyse their impact, if any, on effective operational troop strength and the military chain of command. It is also necessary to analyse the capacity of the civilian component to carry out additional tasks, given persistent high vacancy rates. In the opinion of the Committee, the Department of Peacekeeping Operations should carry out a study of this matter for submission to the relevant bodies (para. 21).	
As noted in paragraph 22 of the proposed budget, the Mission is establishing a regional logistics base in Entebbe, Uganda, to provide support to the Eastern Brigades. Entebbe has one of the largest airports in Africa and is accessible overland from a large-capacity seaport in Dar es Salaam. It is also considered the most suitable transit site for troop rotations and delivery of major equipment, including from the United Nations Logistics Base at Brindisi, Italy. The Advisory Committee was also informed that a regional procurement office was being established in Entebbe. The Committee was informed that this would permit the Mission to procure and store supplies from the east rather than the west and thus would greatly decrease air transportation costs. The Committee requests that information on expected savings be detailed in the proposed budget for 2006/07 (para. 51).	Pursuant to General Assembly resolution 60/121, full information on economies and efficiencies realized through the utilization of the regional logistics hub in Entebbe and the increased effectiveness of regional support for peacekeeping operations would be provided in the Secretary-General's overview report on peacekeeping operations, to be submitted to the Assembly during the second part of its resumed sixty-first session.
Upon request, the Advisory Committee was provided with schedules showing the distribution of staff by organizational unit in MONUC offices in Bujumbura, Burundi; Kigali, Rwanda; Pretoria; Kampala; and the logistics base in Entebbe, Uganda. The Committee requests that in future budget documents staffing and other resources for these offices be reflected accurately and transparently. A clear link should be made between each office outside the Mission area and the mandate of the Mission (para. 52).	Implemented. Information on liaison offices in Bujumbura, Kigali, Kampala and Pretoria is provided in paragraph 15 of the proposed 2006/07 budget, with information on the Entebbe logistics hub reflected in paragraph 83 of the budget and detailed in the Mission's organization chart.

C. Board of Auditors

(A/59/5 (vol. II), chap. II.B)

Request/recommendation	*Action taken to implement request/recommendation*
MONUC was not utilizing an aircraft tracking system that had been acquired, notwithstanding the benefits of the system and the cost already incurred (para. 97 (g)).	The aircraft tracking system is in the process of being implemented to facilitate the continuous tracking of aircraft in flight and on the ground and to record accurately the actual aircraft flying hours.
The Board recommends that the Administration expedite the implementation of the aircraft tracking system at MONUC and assess the feasibility of implementing it at other missions (para. 149).	See above.
The Board reiterates its recommendation that MONUC and UNMEE document a cost-benefit analysis to contribute to the justification of the need for executive jets in their reassessment of aircraft fleet requirements (para. 139).	The cost-benefit analysis is currently being undertaken.
However, the Board noted that some peacekeeping missions — for example MONUC and UNMIL — did not formally identify training needs or develop training plans for procurement officers. The Department of Peacekeeping Operations reported that UNMIL had subsequently prepared and submitted its procurement training plan and that MONUC was developing such a plan (para. 257).	The Mission has developed a training plan for procurement officers with a point-of-contract for training established in the Procurement Section with a view to coordinating all training programmes for procurement officers.
MONUC, UNDOF, UNIFIL and UNOMIG operated without any reference to their procurement plans (para. 264 (a)).	The Mission completed and submitted its procurement plan for 2005/06 in May 2005. A system to ensure timely submission has been established and is operational.
The Board further noted that not all missions had established local vendor review committees or appointed a local vendor database officer, as required by the Procurement Manual. MONUC, UNOCI, UNDOF, UNIFIL, the United Nations Logistics Base at Brindisi, UNMIL, UNMISET, UNMIK and UNOMIG serve as examples in this regard (para. 271).	In July 2005 the Mission established a Procurement Support Unit within the Procurement Section to handle all vendor management issues. The Mission is in the process of a complete revalidation and updating of the vendor roster system.

Request/recommendation	*Action taken to implement request/recommendation*
The Board, however, noted that some missions — for example, MONUC, MINURSO, UNAMSIL, UNIFIL, the United Nations Logistics Base at Brindisi and UNMIL — did not have formal information technology security policies in place or properly implemented. Although these policies had been drafted in many instances, they had not been finalized and fully implemented. In the case of MONUC, no formal back-up plan or policies had been implemented (para. 308).	The Mission has formalized and implemented security and back-up policies and procedures.
The Board recommends that the Administration quantify the differences with regard to daily allowances for troops at MONUC for the entire financial period and develop and formalize procedures to ensure the accurate computation and payment of such daily allowances (para. 338).	Implemented.

D. Office of Internal Oversight Services

(A/60/346)

Recommendation	*Action taken to implement recommendation*
Reimbursements to troop-contributing countries	
OIOS audited the reimbursements to troop-contributing countries at three missions. OIOS recommended that MONUC adjust over-reported troop strength in its records, which resulted in estimated savings of some $1.9 million, and reconcile troop strength figures. MONUC has since put an appropriate mechanism to ensure the accuracy of troop strength reporting (para. 21).	MONUC has implemented procedures regarding monthly payment of daily allowance. Payment of monthly allowance is based on monthly attendance records submitted by the Office of the Chief Military Personnel Officer after verification by the Contingent-owned Equipment Unit. Troop strength reports for the period from July 2003 to June 2004 submitted to the Office of Programme Planning, Budget and Accounts at United Nations Headquarters in New York were reconciled with those reported to the Finance Section in the Mission.
Rations contracts	
An audit of the administration of food rations contracts at five missions showed that UNMEE and UNMISET had significantly improved their overall management of rations contracts. As a result of the audit, MONUC now takes advantage of early payment discounts and has developed a database to facilitate contractor assessments (para. 23).	The Mission has taken steps to implement payment of invoices within 30 days to take advantage of early/prompt payment discounts. The Mission maintains a real-time comprehensive system of performance measurement that utilizes a 100 per cent sampling method to analyse and report on the contractor's performance.

Recommendation	*Action taken to implement recommendation*
Procurement activities in peacekeeping missions	
An audit of engineering and airfield procurement at MONUC showed that late delivery penalties were not enforced and that some $300,000 had not been deducted before suppliers were paid. OIOS recommended, inter alia, enforcement of the penalty clause relating to late delivery of goods and services to address the issue. The audit of inland freight at MONUC disclosed a recurring under-utilization of vessels in carrying freight via natural waterways in the Democratic Republic of the Congo, with less than 6 per cent of the total capacity of vessels hired from 2002 through 2004 utilized. In addition, delays in freight clearance resulted in demurrage charges and freight planning was inadequate. The steps recommended by OIOS to address the inefficiencies could result in estimated annual savings of some $3 million. MONUC is developing guidelines for imposing liquidated damages for delayed deliveries and is addressing the under-utilization of the vessels; three of the four cargo pushing vessels were released in November 2004 (para. 48).	The Mission is in the process of developing guidelines for imposing liquidated damages for delayed deliveries. The Mission released three of the four contracted cargo pushing vessels in November 2004 and currently maintains only one pusher/barge for operational necessity (budgeted for under the freight budget line item, other supplies, services and equipment class of expenditure).

Annex I

Division of Administration: redeployment summary

	Deputy Director of Administration			*Administrative Services*	*Integrated Support Services*						
From *To*	*Contracts Management Unit*	*Local Property Survey Board/Claims*	*Property Control and Inventory Unit*	*Human Resources Section (Travel Unit)*	*Mission Support Centre*	*Supply Section*	*Property Management Section*	*Movement Control Section (Travel/ Protocol)*	*Communications and Information Technology Section*	*Engineering Section*	***Total staff***
Military Planning, Support and Liaison Section (DOA)					2 FS[a] 2 GS[a]						4[a]
Mission Support Planning Unit (DOA)					1 P-4 2 P-2 1 FS						4
Contracts Management Section (AS)	1 P-4 6 P-3 7 FS 7 NS 4 UNV					1 P-3 3 FS 1 UNV					30
General Services Section (AS)		1 P-3 6 FS (1 FS[a]) 1 GS 4 NS 1 UNV	1 P-3 5 FS (4 FS[a]) 3 GS 9 NS (6 NS[a]) 6 UNV	3 FS (1 FS[a]) 4 NS (3 NS[a]) 3 UNV			1 P-3 11 FS (2 FS[a]) 6 GS 30 NS (10 NS[a]) 10 UNV (1 UNV[a])	10 NS	1 P-3 7 FS 37 NS 3 UNV		163 (28[a])
Facilities and Camp Management Unit (AS)										1 P-3 1 P-2 3 FS (1 FS[a]) 3 GS 68 NS (18 NS[a]) 25 UNV	101 (19[a])
Total staff	25	13 (1[a])	24 (10[a])	10 (4[a])	8 (4[a])	5	58 (13[a])	10	48	101 (19[a])	302 (51[a])

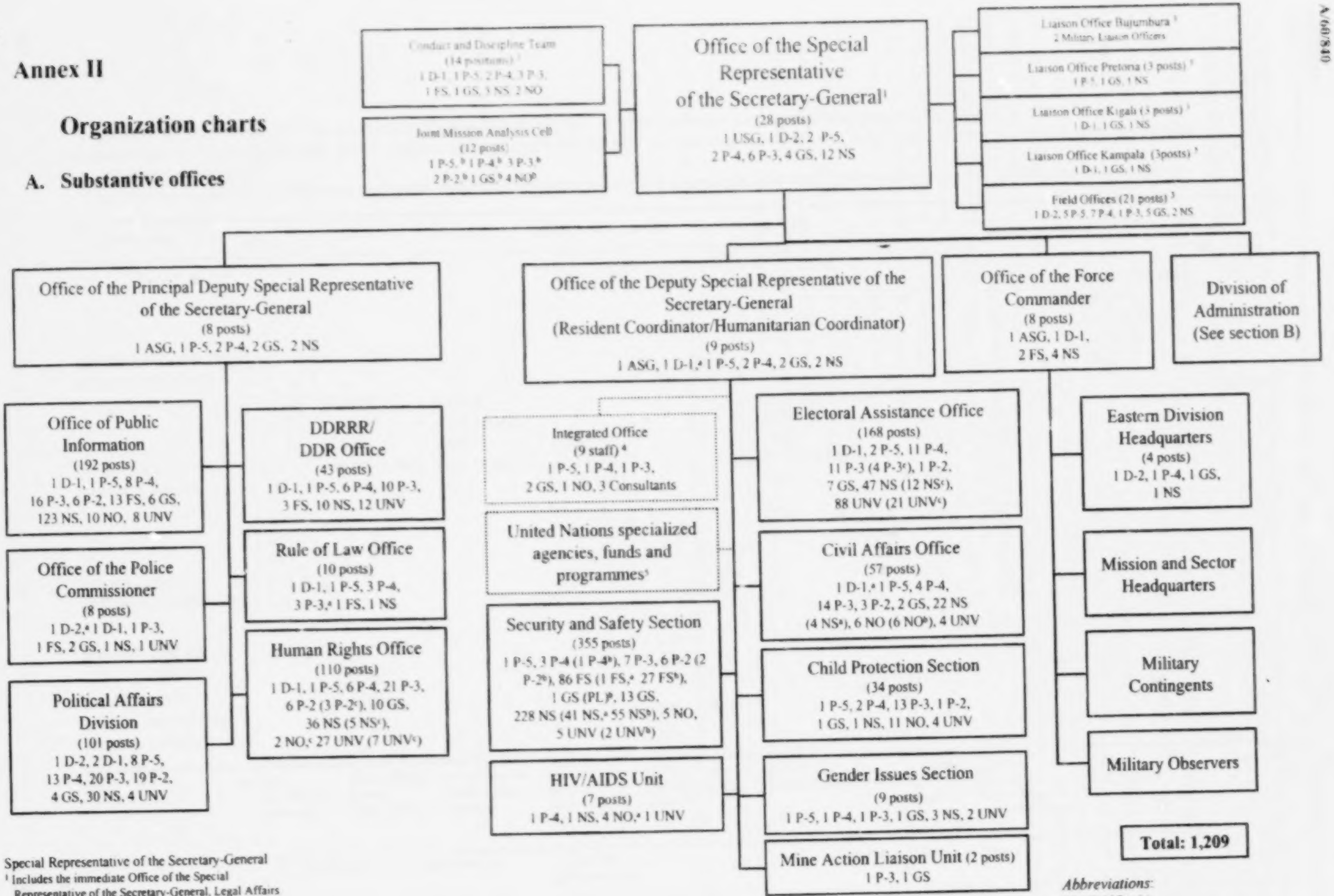
[a] Posts to be converted from general temporary assistance positions authorized by General Assembly resolution 60/121 for the 2005/06 period for the expansion of MONUC.

Abbreviations: FS — Field Service, GS — General Service (Other level), NS — national General Service staff, UNV — United Nations Volunteers, DOA — Director of Administration, AS — Administrative Services, CITS — Communications and Information Technology Section

Annex II

Organization charts

A. Substantive offices


Office of the Special Representative of the Secretary-General[1]
(28 posts)
1 USG, 1 D-2, 2 P-5, 2 P-4, 6 P-3, 4 GS, 12 NS
Conduct and Discipline Team
(14 positions)[2]
1 D-1, 1 P-5, 2 P-4, 3 P-3, 1 FS, 1 GS, 3 NS, 2 NO
Joint Mission Analysis Cell
(12 posts)
1 P-5,[b] 1 P-4[b] 3 P-3[b]
2 P-2[b] 1 GS[b] 4 NO[b]
Liaison Office Bujumbura[3]
2 Military Liaison Officers
Liaison Office Pretoria (3 posts)[3]
1 P-5, 1 GS, 1 NS
Liaison Office Kigali (3 posts)[3]
1 D-1, 1 GS, 1 NS
Liaison Office Kampala (3posts)[3]
1 D-1, 1 GS, 1 NS
Field Offices (21 posts)[3]
1 D-2, 5 P-5, 7 P-4, 1 P-3, 5 GS, 2 NS
Office of the Principal Deputy Special Representative of the Secretary-General
(8 posts)
1 ASG, 1 P-5, 2 P-4, 2 GS, 2 NS
Office of the Deputy Special Representative of the Secretary-General
(Resident Coordinator/Humanitarian Coordinator)
(9 posts)
1 ASG, 1 D-1,[a] 1 P-5, 2 P-4, 2 GS, 2 NS
Office of the Force Commander
(8 posts)
1 ASG, 1 D-1, 2 FS, 4 NS
Division of Administration (See section B)
Office of Public Information
(192 posts)
1 D-1, 1 P-5, 8 P-4, 16 P-3, 6 P-2, 13 FS, 6 GS, 123 NS, 10 NO, 8 UNV
DDRRR/ DDR Office
(43 posts)
1 D-1, 1 P-5, 6 P-4, 10 P-3, 3 FS, 10 NS, 12 UNV
Office of the Police Commissioner
(8 posts)
1 D-2,[a] 1 D-1, 1 P-3, 1 FS, 2 GS, 1 NS, 1 UNV
Rule of Law Office
(10 posts)
1 D-1, 1 P-5, 3 P-4, 3 P-3,[a] 1 FS, 1 NS
Political Affairs Division
(101 posts)
1 D-2, 2 D-1, 8 P-5, 13 P-4, 20 P-3, 19 P-2, 4 GS, 30 NS, 4 UNV
Human Rights Office
(110 posts)
1 D-1, 1 P-5, 6 P-4, 21 P-3, 6 P-2 (3 P-2[c]), 10 GS, 36 NS (5 NS[c]), 2 NO,[c] 27 UNV (7 UNV[c])
Integrated Office
(9 staff)[4]
1 P-5, 1 P-4, 1 P-3, 2 GS, 1 NO, 3 Consultants
United Nations specialized agencies, funds and programmes[5]
Security and Safety Section
(355 posts)
1 P-5, 3 P-4 (1 P-4[b]), 7 P-3, 6 P-2 (2 P-2[b]), 86 FS (1 FS,[a] 27 FS[b]), 1 GS (PL)[b], 13 GS, 228 NS (41 NS,[a] 55 NS[b]), 5 NO, 5 UNV (2 UNV[b])
HIV/AIDS Unit
(7 posts)
1 P-4, 1 NS, 4 NO,[a] 1 UNV
Electoral Assistance Office
(168 posts)
1 D-1, 2 P-5, 11 P-4, 11 P-3 (4 P-3[c]), 1 P-2, 7 GS, 47 NS (12 NS[c]), 88 UNV (21 UNV[c])
Civil Affairs Office
(57 posts)
1 D-1,[a] 1 P-5, 4 P-4, 14 P-3, 3 P-2, 2 GS, 22 NS (4 NS[a]), 6 NO (6 NO[b]), 4 UNV
Child Protection Section
(34 posts)
1 P-5, 2 P-4, 13 P-3, 1 P-2, 1 GS, 1 NS, 11 NO, 4 UNV
Gender Issues Section
(9 posts)
1 P-5, 1 P-4, 1 P-3, 1 GS, 3 NS, 2 UNV
Mine Action Liaison Unit (2 posts)
1 P-3, 1 GS
Eastern Division Headquarters
(4 posts)
1 D-2, 1 P-4, 1 GS, 1 NS
Mission and Sector Headquarters
Military Contingents
Military Observers
Total: 1,209

Special Representative of the Secretary-General

[1] Includes the immediate Office of the Special Representative of the Secretary-General, Legal Affairs Section, Quick-impact Projects Unit, Protocol Unit.

[2] General temporary assistance positions.

[3] Immediate offices of the heads of liaison and substantive field offices.

[4] Funded by UNDP, United Nations Development Group Office and United Nations country team.

[5] UNDP, World Bank, UNESCO, UNICEF, UNOPS, ILO, FAO, UNFPA, OHCHR, UNHCR, IMF, Office for the Coordination of Humanitarian Affairs, WHO, UNAIDS, International Organization for Migration.

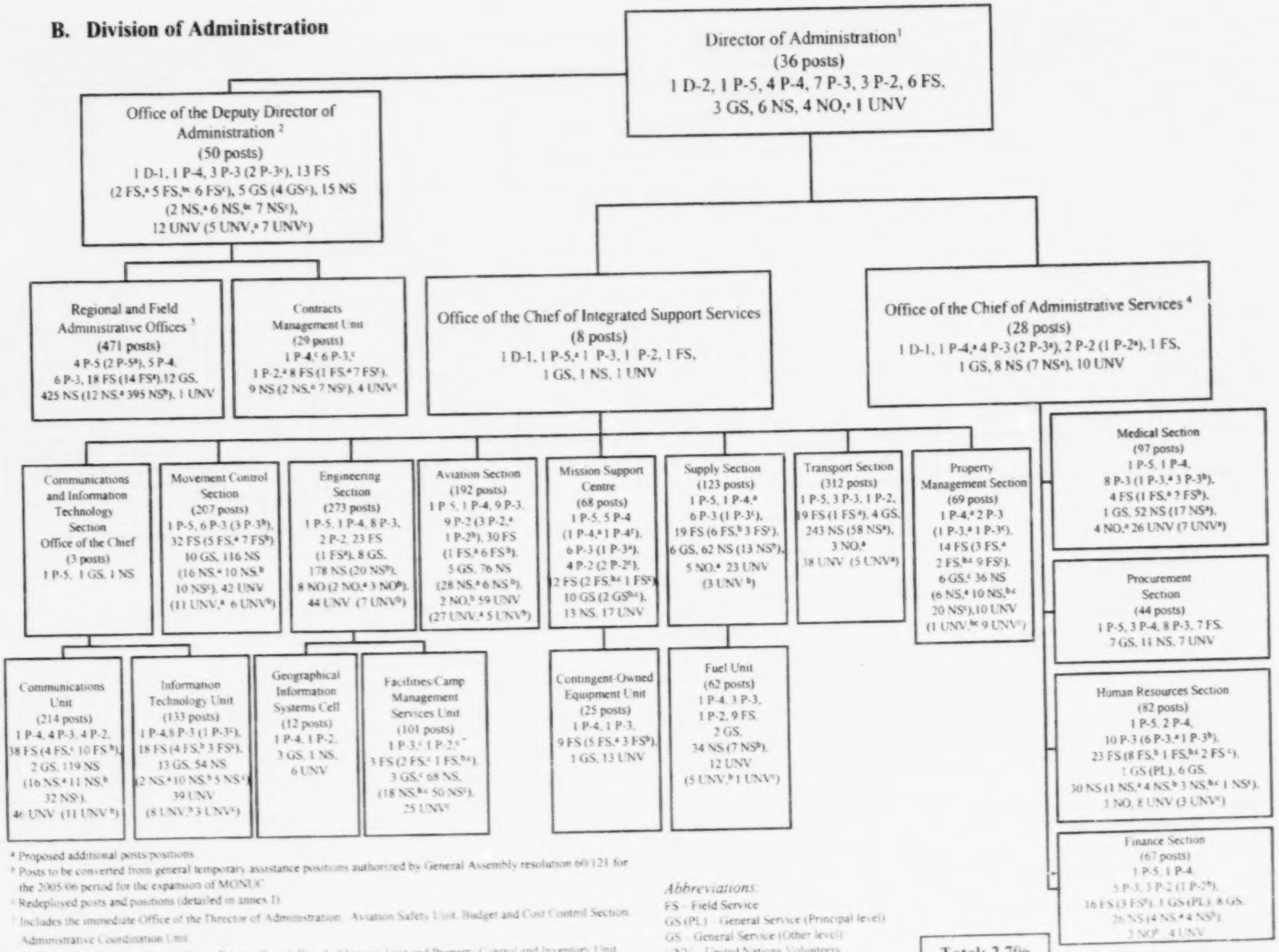
[a] Proposed additional posts.

[b] Posts to be converted from general temporary assistance positions authorized by General Assembly resolution 60/121 for the 2005/06 period on a temporary basis for the expansion of MONUC.

[c] Temporary electoral support positions.

Abbreviations:
FS – Field Service
GS (PL) – General Service (Principal level)
GS – General Service (Other level)
UNV – United Nations Volunteers
NO – National Officer
NS – National General Service staff

B. Division of Administration

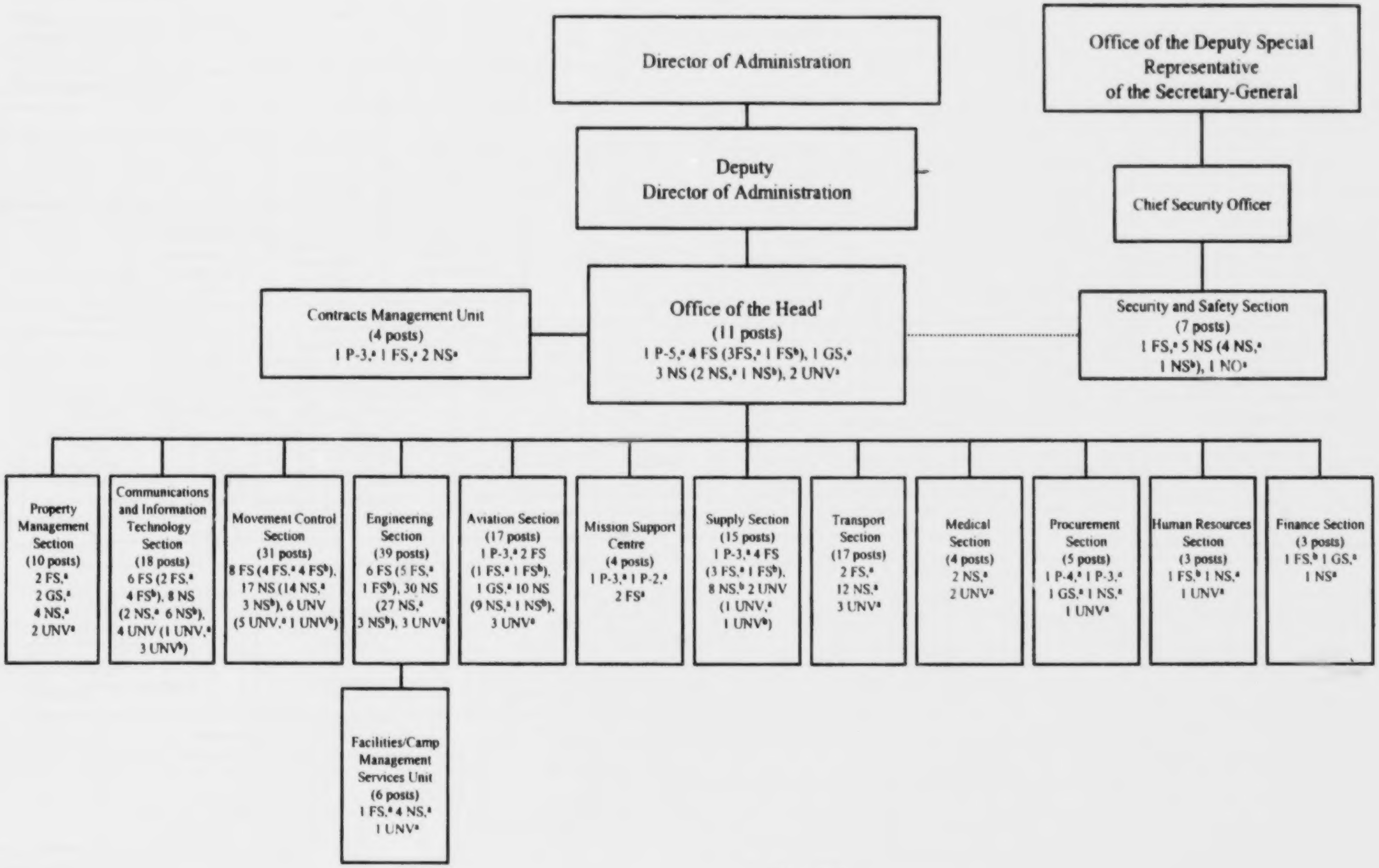

Director of Administration[1]
(36 posts)
1 D-2, 1 P-5, 4 P-4, 7 P-3, 3 P-2, 6 FS, 3 GS, 6 NS, 4 NO,[a] 1 UNV
Office of the Deputy Director of Administration [2]
(50 posts)
1 D-1, 1 P-4, 3 P-3 (2 P-3[c]), 13 FS (2 FS,[a] 5 FS,[bc] 6 FS[c]), 5 GS (4 GS[c]), 15 NS (2 NS,[a] 6 NS,[bc] 7 NS[c]), 12 UNV (5 UNV,[a] 7 UNV[c])
Regional and Field Administrative Offices [3]
(471 posts)
4 P-5 (2 P-5[a]), 5 P-4, 6 P-3, 18 FS (14 FS[a]),12 GS, 425 NS (12 NS,[a] 395 NS[b]), 1 UNV
Contracts Management Unit
(29 posts)
1 P-4,[c] 6 P-3,[c] 1 P-2,[a] 8 FS (1 FS,[a] 7 FS[c]), 9 NS (2 NS,[a] 7 NS[c]), 4 UNV[c]
Office of the Chief of Integrated Support Services
(8 posts)
1 D-1, 1 P-5,[a] 1 P-3, 1 P-2, 1 FS, 1 GS, 1 NS, 1 UNV
Office of the Chief of Administrative Services [4]
(28 posts)
1 D-1, 1 P-4,[a] 4 P-3 (2 P-3[a]), 2 P-2 (1 P-2[a]), 1 FS, 1 GS, 8 NS (7 NS[a]), 10 UNV
Communications and Information Technology Section Office of the Chief
(3 posts)
1 P-5, 1 GS, 1 NS
Movement Control Section
(207 posts)
1 P-5, 6 P-3 (3 P-3[b]), 32 FS (5 FS,[a] 7 FS[b]) 10 GS, 116 NS (16 NS,[a] 10 NS,[b] 10 NS[c]), 42 UNV (11 UNV,[a] 6 UNV[b])
Engineering Section
(273 posts)
1 P-5, 1 P-4, 8 P-3, 2 P-2, 23 FS (1 FS[a]), 8 GS, 178 NS (20 NS[b]), 8 NO (2 NO,[a] 3 NO[b]), 44 UNV (7 UNV[b])
Aviation Section
(192 posts)
1 P-5, 1 P-4, 9 P-3, 9 P-2 (3 P-2,[a] 1 P-2[b]), 30 FS (1 FS,[a] 6 FS[b]), 5 GS, 76 NS (28 NS,[a] 6 NS[b]), 2 NO,[b] 59 UNV (27 UNV,[a] 5 UNV[b])
Mission Support Centre
(68 posts)
1 P-5, 5 P-4 (1 P-4,[a] 1 P-4[c]), 6 P-3 (1 P-3[a]), 4 P-2 (2 P-2[c]), 2 FS (2 FS,[bc] 1 FS[c]), 10 GS (2 GS[bc]), 13 NS, 17 UNV
Supply Section
(123 posts)
1 P-5, 1 P-4,[a] 6 P-3 (1 P-3[c]), 19 FS (6 FS,[b] 3 FS[c]), 6 GS, 62 NS (13 NS[b]), 5 NO,[a] 23 UNV (3 UNV[b])
Transport Section
(312 posts)
1 P-5, 3 P-3, 1 P-2, 9 FS (1 FS[a]), 4 GS, 243 NS (58 NS[a]), 3 NO,[a] 38 UNV (5 UNV[a])
Property Management Section
(69 posts)
1 P-4,[a] 2 P-3 (1 P-3,[a] 1 P-3[c]), 14 FS (3 FS,[a] 2 FS,[bc] 9 FS[c]), 6 GS,[c] 36 NS (6 NS,[a] 10 NS,[bc] 20 NS[c]),10 UNV (1 UNV,[bc] 9 UNV[c])
Medical Section
(97 posts)
1 P-5, 1 P-4, 8 P-3 (1 P-3,[a] 3 P-3[b]), 4 FS (1 FS,[a] 2 FS[b]), 1 GS, 52 NS (17 NS[a]), 4 NO,[a] 26 UNV (7 UNV[a])
Procurement Section
(44 posts)
1 P-5, 3 P-4, 8 P-3, 7 FS, 7 GS, 11 NS, 7 UNV
Human Resources Section
(82 posts)
1 P-5, 2 P-4, 10 P-3 (6 P-3,[a] 1 P-3[b]), 23 FS (8 FS,[b] 1 FS,[bc] 2 FS[c]), 1 GS (PL), 6 GS, 30 NS (1 NS,[a] 4 NS,[b] 3 NS,[bc] 1 NS[c]), 1 NO, 8 UNV (3 UNV[c])
Finance Section
(67 posts)
1 P-5, 1 P-4, 5 P-3, 3 P-2 (1 P-2[b]), 16 FS (3 FS[b]), 1 GS (PL), 8 GS, 26 NS (4 NS,[a] 4 NS[b]), 2 NO[b], 4 UNV
Communications Unit
(214 posts)
1 P-4, 4 P-3, 4 P-2, 38 FS (4 FS,[c] 10 FS[b]), 2 GS, 119 NS (16 NS,[a] 11 NS,[b] 32 NS[c]), 46 UNV (11 UNV[b])
Information Technology Unit
(133 posts)
1 P-4,8 P-3 (1 P-3[c]), 18 FS (4 FS,[b] 3 FS[c]), 13 GS, 54 NS (2 NS,[a] 10 NS,[b] 5 NS[c]), 39 UNV (8 UNV,[b] 3 UNV[c])
Geographical Information Systems Cell
(12 posts)
1 P-4, 1 P-2, 3 GS, 1 NS, 6 UNV
Facilities/Camp Management Services Unit
(101 posts)
1 P-3,[c] 1 P-2,[c] 3 FS (2 FS,[c] 1 FS,[bc]), 3 GS,[c] 68 NS, (18 NS,[bc] 50 NS[c]), 25 UNV[c]
Contingent-Owned Equipment Unit
(25 posts)
1 P-4, 1 P-3, 9 FS (5 FS,[a] 3 FS[b]), 1 GS, 13 UNV
Fuel Unit
(62 posts)
1 P-4, 3 P-3, 1 P-2, 9 FS, 2 GS, 34 NS (7 NS[b]), 12 UNV (5 UNV,[b] 1 UNV[c])

Total: 2,706

Abbreviations:
FS – Field Service
GS (PL) – General Service (Principal level)
GS – General Service (Other level)
UNV – United Nations Volunteers
NO – National officer
NS – National General Service staff

[a] Proposed additional posts/positions
[b] Posts to be converted from general temporary assistance positions authorized by General Assembly resolution 60/121 for the 2005/06 period for the expansion of MONUC
[c] Redeployed posts and positions (detailed in annex I)
[1] Includes the immediate Office of the Director of Administration, Aviation Safety Unit, Budget and Cost Control Section, Administrative Coordination Unit
[2] Includes Local Property Survey/Claims Review Board, Board of Inquiry Unit and Property Control and Inventory Unit
[3] Includes 395 Interpreters/Translators (national General Service staff)
[4] Includes United Nations Volunteers Programme Support Unit

C. Entebbe logistics hub


Director of Administration
Deputy Director of Administration
Office of the Head[1] (11 posts) 1 P-5,[a] 4 FS (3FS,[a] 1 FS[b]), 1 GS,[a] 3 NS (2 NS,[a] 1 NS[b]), 2 UNV[a]
Contracts Management Unit (4 posts) 1 P-3,[a] 1 FS,[a] 2 NS[a]
Office of the Deputy Special Representative of the Secretary-General
Chief Security Officer
Security and Safety Section (7 posts) 1 FS,[a] 5 NS (4 NS,[a] 1 NS[b]), 1 NO[a]
Property Management Section (10 posts) 2 FS,[a] 2 GS,[a] 4 NS,[a] 2 UNV[a]
Communications and Information Technology Section (18 posts) 6 FS (2 FS,[a] 4 FS[b]), 8 NS (2 NS,[a] 6 NS[b]), 4 UNV (1 UNV,[a] 3 UNV[b])
Movement Control Section (31 posts) 8 FS (4 FS,[a] 4 FS[b]), 17 NS (14 NS,[a] 3 NS[b]), 6 UNV (5 UNV,[a] 1 UNV[b])
Engineering Section (39 posts) 6 FS (5 FS,[a] 1 FS[b]), 30 NS (27 NS,[a] 3 NS[b]), 3 UNV[a]
Facilities/Camp Management Services Unit (6 posts) 1 FS,[a] 4 NS,[a] 1 UNV[a]
Aviation Section (17 posts) 1 P-3,[a] 2 FS (1 FS,[a] 1 FS[b]), 1 GS,[a] 10 NS (9 NS,[a] 1 NS[b]), 3 UNV[a]
Mission Support Centre (4 posts) 1 P-3,[a] 1 P-2,[a] 2 FS[a]
Supply Section (15 posts) 1 P-3,[a] 4 FS (3 FS,[a] 1 FS[b]), 8 NS,[b] 2 UNV (1 UNV,[a] 1 UNV[b])
Transport Section (17 posts) 2 FS,[a] 12 NS,[a] 3 UNV[a]
Medical Section (4 posts) 2 NS,[a] 2 UNV[a]
Procurement Section (5 posts) 1 P-4,[a] 1 P-3,[a] 1 GS,[a] 1 NS,[a] 1 UNV[a]
Human Resources Section (3 posts) 1 FS,[b] 1 NS,[a] 1 UNV[a]
Finance Section (3 posts) 1 FS,[b] 1 GS,[a] 1 NS[a]

Abbreviations:
FS – Field Service
GS – General Service (Other level)
UNV – United Nations Volunteers
NO – National officer
NS – National General Service staff

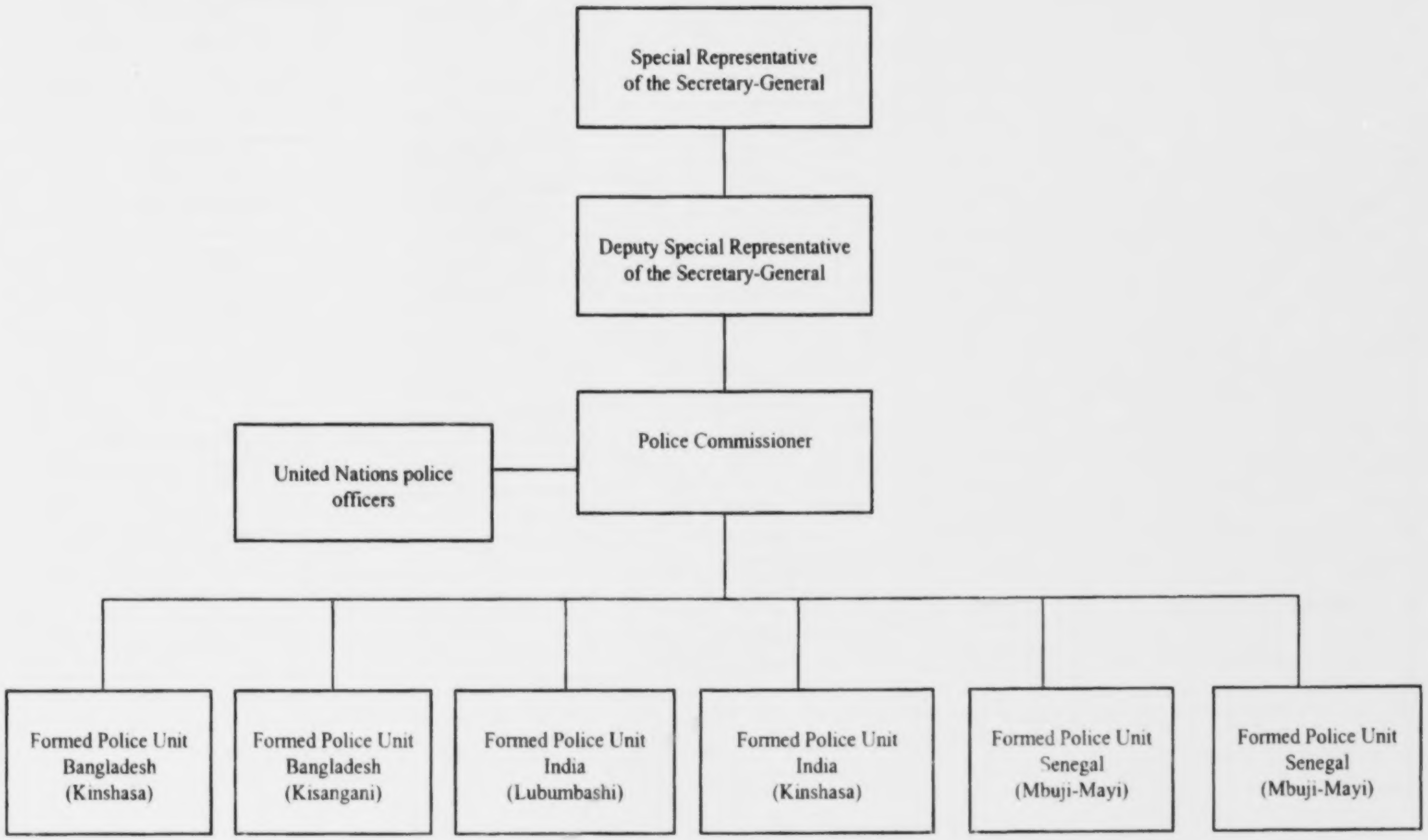
Total: 194

[a] Proposed additional posts/positions.

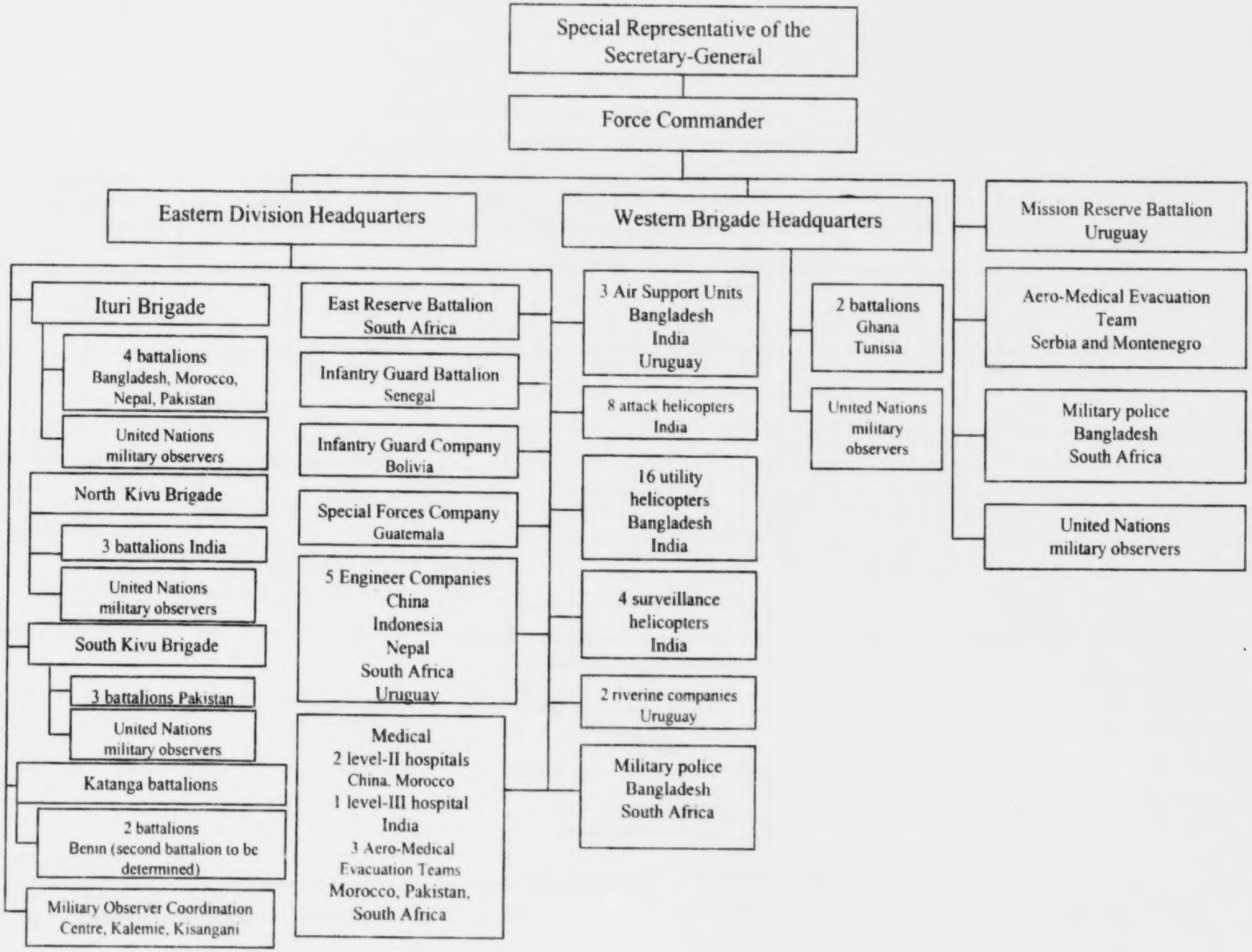
[b] Posts to be converted from general temporary assistance positions authorized by General Assembly resolution 60/121 for the 2005/06 period for the expansion of MONUC.

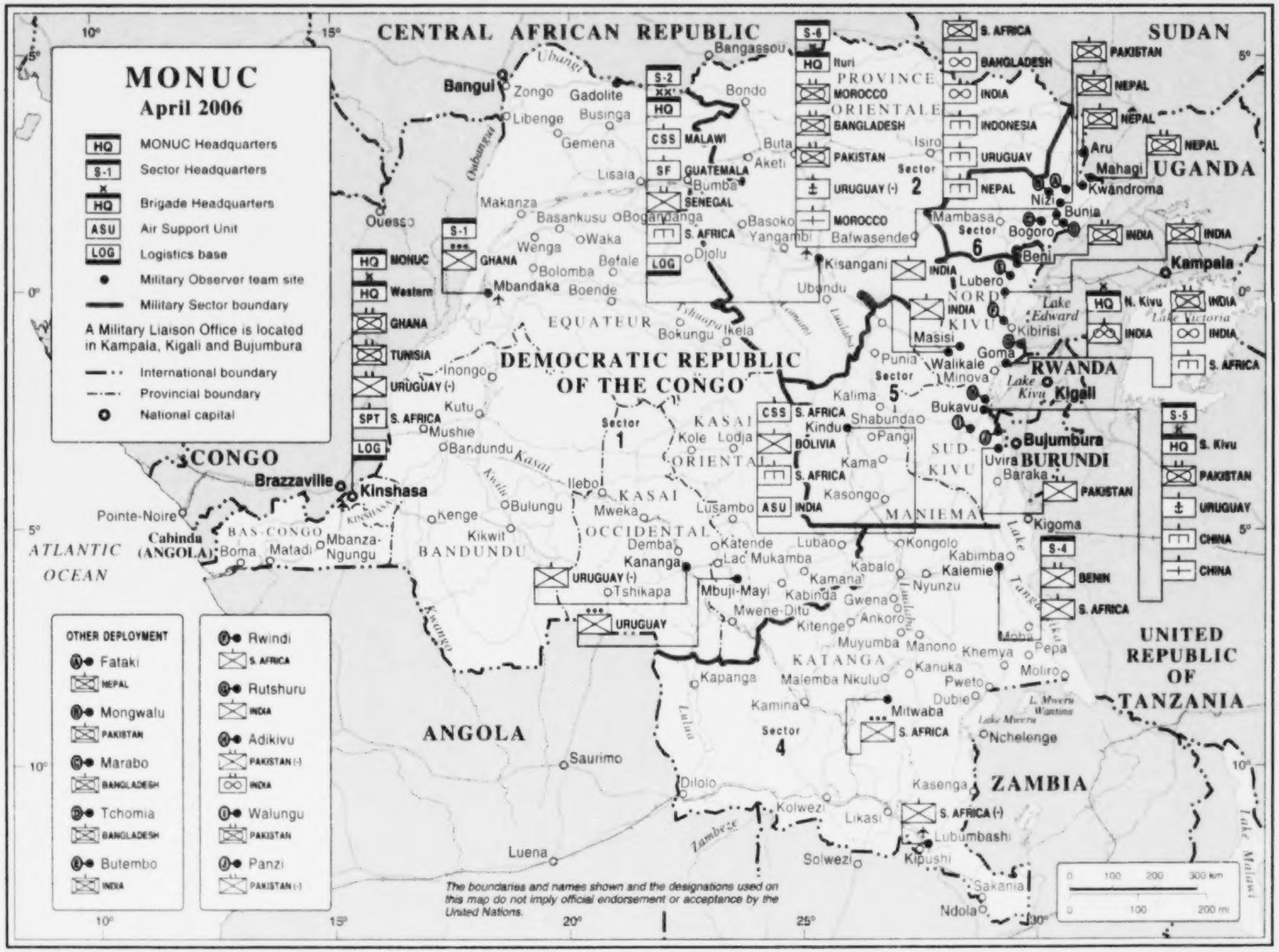
[1] Includes Aviation Safety, Budget and Cost Control, Local Property Survey Board and Claims Review Board personnel.

D. United Nations police


Special Representative of the Secretary-General
Deputy Special Representative of the Secretary-General
Police Commissioner
United Nations police officers
Formed Police Unit Bangladesh (Kinshasa)
Formed Police Unit Bangladesh (Kisangani)
Formed Police Unit India (Lubumbashi)
Formed Police Unit India (Kinshasa)
Formed Police Unit Senegal (Mbuji-Mayi)
Formed Police Unit Senegal (Mbuji-Mayi)

E. Military contingents and observers


Special Representative of the Secretary-General
Force Commander
Eastern Division Headquarters
Western Brigade Headquarters
Mission Reserve Battalion Uruguay
Aero-Medical Evacuation Team Serbia and Montenegro
Military police Bangladesh South Africa
United Nations military observers
Ituri Brigade
4 battalions Bangladesh, Morocco, Nepal, Pakistan
United Nations military observers
North Kivu Brigade
3 battalions India
United Nations military observers
South Kivu Brigade
3 battalions Pakistan
United Nations military observers
Katanga battalions
2 battalions Benin (second battalion to be determined)
Military Observer Coordination Centre, Kalemie, Kisangani
East Reserve Battalion South Africa
Infantry Guard Battalion Senegal
Infantry Guard Company Bolivia
Special Forces Company Guatemala
5 Engineer Companies China Indonesia Nepal South Africa Uruguay
Medical 2 level-II hospitals China, Morocco 1 level-III hospital India 3 Aero-Medical Evacuation Teams Morocco, Pakistan, South Africa
3 Air Support Units Bangladesh India Uruguay
8 attack helicopters India
16 utility helicopters Bangladesh India
4 surveillance helicopters India
2 riverine companies Uruguay
Military police Bangladesh South Africa
2 battalions Ghana Tunisia
United Nations military observers



The boundaries and names shown and the designations used on this map do not imply official endorsement or acceptance by the United Nations.

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April 2006

Department of Peacekeeping Operations
Cartographic Section